

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1			Activity Aide (Uncertified)	HF	2015	Hourly 18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly 3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual 36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
2			Activity Aide 1 (Trained)	HF	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
3	1,2		Activity Worker	CHL (Northern Scale)	1950	Hourly 19.271	19.849	20.445	21.058	21.689	22.339			22.786	23.242	23.939
						Monthly 3,131.538	3,225.463	3,322.313	3,421.925	3,524.463	3,630.088			3,702.725	3,776.825	3,890.088
						Annual 37,578.450	38,705.550	39,867.750	41,063.100	42,293.550	43,561.050			44,432.700	45,321.900	46,681.050
4			Activity Worker (Certified)	FDL	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
5			Activity Worker (Uncertified)	FDL	2015	Hourly 18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly 3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual 36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
6			Adult Day Centre Attendant	RHC	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
7			Adult Day Centre Coordinator	RHC	2015	Hourly 31.813	32.768	33.750	34.764	35.805	36.881			37.619	38.371	39.522
						Monthly 5,341.933	5,502.293	5,667.188	5,837.455	6,012.256	6,192.935			6,316.857	6,443.130	6,636.403
						Annual 64,103.195	66,027.520	68,006.250	70,049.460	72,147.075	74,315.215			75,802.285	77,317.565	79,636.830
8	23-13CERT		Aide	MHC	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
9	23-DUAL		Aide - Clerk	GH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
10			Bright Start Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
11			Camp Leader	SOGH	2080	Hourly 16.357	16.357							16.684	17.018	17.529
						Monthly 2,835.213	2,835.213							2,891.893	2,949.787	3,038.360
						Annual 34,022.560	34,022.560							34,702.720	35,397.440	36,460.320
12			Child Minder	WHC	2080	Hourly 16.357	16.357	16.357	16.357	16.357	16.412			16.740	17.075	17.587
						Monthly 2,835.213	2,835.213	2,835.213	2,835.213	2,835.213	2,844.747			2,901.600	2,959.667	3,048.413
						Annual 34,022.560	34,022.560	34,022.560	34,022.560	34,022.560	34,136.960			34,819.200	35,516.000	36,580.960
13			Community Action & Engagement Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
14			Community Chef	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
15			Community Development Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
16			Community Health Worker	Com	2015	Hourly 22.865	23.220	23.573	23.926	24.292	24.646			25.139	25.642	26.411
						Monthly 3,839.415	3,899.025	3,958.300	4,017.574	4,079.032	4,138.474			4,221.257	4,305.719	4,434.847
						Annual 46,072.975	46,788.300	47,499.595	48,210.890	48,948.380	49,661.690			50,655.085	51,668.630	53,218.165
17			Community Outreach Worker	MCC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
18	1		Community Services Coordinator	Com	1885	Hourly 27.666	28.626	29.635	30.623	31.771	32.845	34.020	35.078	35.780	36.496	37.591
						Monthly 4,345.868	4,496.668	4,655.165	4,810.363	4,990.695	5,159.402	5,343.975	5,510.169	5,620.442	5,732.913	5,904.920
						Annual 52,150.410	53,960.010	55,861.975	57,724.355	59,888.335	61,912.825	64,127.700	66,122.030	67,445.300	68,794.960	70,859.035
19			Cooking and Food Skills Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
20			Cultural Support Worker	NCC	2015	Hourly 23.716	24.430	25.162	25.914	26.694	27.497			28.047	28.608	29.466
						Monthly 3,982.312	4,102.204	4,225.119	4,351.393	4,482.368	4,617.205			4,709.559	4,803.760	4,947.833
						Annual 47,787.740	49,226.450	50,701.430	52,216.710	53,788.410	55,406.455			56,514.705	57,645.120	59,373.990

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly Monthly Annual	<u>25.814</u> 4,334.601 52,015.210	<u>26.170</u> 4,394.379 52,732.550	<u>26.525</u> 4,453.990 53,447.875	<u>26.881</u> 4,513.768 54,165.215	<u>27.236</u> 4,573.378 54,880.540	<u>27.591</u> 4,632.989 55,595.865		<u>28.143</u> 4,725.679 56,708.145	<u>28.706</u> 4,820.216 57,842.590	<u>29.567</u> 4,964.792 59,577.505
22			Day Program Worker	HF	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
23			Diagnostic Imaging Assistant	VGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
24			Diagnostic Imaging Assistant	MHC	2015	Hourly Monthly Annual	<u>20.805</u> 3,493.506 41,922.075	<u>21.164</u> 3,553.788 42,645.460	<u>21.504</u> 3,610.880 43,330.560	<u>22.080</u> 3,707.600 44,491.200	<u>22.943</u> 3,852.512 46,230.145			<u>23.402</u> 3,929.586 47,155.030	<u>23.870</u> 4,008.171 48,098.050	<u>24.586</u> 4,128.399 49,540.790
25			Dialysis Aide	SOGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
26	23-50	1,2	Family First Home Visitor	CHL (Northern Scale)	1950	Hourly Monthly Annual	<u>22.820</u> 3,708.250 44,499.000	<u>23.339</u> 3,792.588 45,511.050	<u>23.859</u> 3,877.088 46,525.050	<u>24.336</u> 3,954.600 47,455.200	<u>24.826</u> 4,034.225 48,410.700	<u>25.323</u> 4,114.988 49,379.850		<u>25.829</u> 4,197.213 50,366.550	<u>26.346</u> 4,281.225 51,374.725	<u>27.136</u> 4,409.600 52,915.200
27			Financial Empowerment Programmer	NWC	1950	Hourly Monthly Annual	<u>24.507</u> 3,982.388 47,788.650	<u>25.243</u> 4,101.988 49,223.850	<u>25.999</u> 4,224.838 50,698.050	<u>26.780</u> 4,351.750 52,221.000	<u>27.584</u> 4,482.400 53,788.800	<u>28.412</u> 4,616.950 55,403.400		<u>28.980</u> 4,709.250 56,511.000	<u>29.560</u> 4,803.500 57,642.000	<u>30.447</u> 4,947.638 59,371.650
28			Garden and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	<u>24.507</u> 3,982.388 47,788.650	<u>25.243</u> 4,101.988 49,223.850	<u>25.999</u> 4,224.838 50,698.050	<u>26.780</u> 4,351.750 52,221.000	<u>27.584</u> 4,482.400 53,788.800	<u>28.412</u> 4,616.950 55,403.400		<u>28.980</u> 4,709.250 56,511.000	<u>29.560</u> 4,803.500 57,642.000	<u>30.447</u> 4,947.638 59,371.650
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
30	23-13CERT		Health Care Aide	CRS	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
34	23-13CERT		Health Care Aide	PAC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
35	23-13CERT		Health Care Aide	DLC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
36	23-13CERT		Health Care Aide	RHC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
37	23-13CERT		Health Care Aide	RPG	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
38	23-13CERT		Health Care Aide	MH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
39	23-13CERT	3	Health Care Aide	DM	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
49	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	<u>20.193</u> 3,281.363 39,376.350							<u>20.597</u> 3,347.013 40,164.150	<u>21.009</u> 3,413.963 40,967.550	<u>21.639</u> 3,516.338 42,196.050
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	<u>21.839</u> 3,667.132 44,005.585	<u>22.495</u> 3,777.285 45,327.425	<u>23.169</u> 3,890.461 46,685.535	<u>23.863</u> 4,006.995 48,083.945	<u>24.580</u> 4,127.392 49,528.700	<u>25.318</u> 4,251.314 51,015.770	<u>26.078</u> 4,378.931 52,547.170	<u>26.600</u> 4,466.583 53,599.000	<u>27.132</u> 4,555.915 54,670.980	<u>27.946</u> 4,692.599 56,311.190
52	23-13CERT	2	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>21.838</u> 3,785.253 45,423.040	<u>22.495</u> 3,899.133 46,789.600	<u>23.169</u> 4,015.960 48,191.520	<u>23.862</u> 4,136.080 49,632.960	<u>24.580</u> 4,260.533 51,126.400	<u>25.318</u> 4,388.453 52,661.440	<u>26.077</u> 4,520.013 54,240.160	<u>26.599</u> 4,610.493 55,325.920	<u>27.131</u> 4,702.707 56,432.480	<u>27.945</u> 4,843.800 58,125.600
53	23-13UNCERT	2	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>21.202</u> 3,675.013 44,100.160							<u>21.626</u> 3,748.507 44,982.080	<u>22.059</u> 3,823.560 45,882.720	<u>22.721</u> 3,938.307 47,259.680
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.193</u> 3,500.120 42,001.440							<u>20.597</u> 3,570.147 42,841.760	<u>21.009</u> 3,641.560 43,698.720	<u>21.639</u> 3,750.760 45,009.120
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.193</u> 3,500.120 42,001.440							<u>20.597</u> 3,570.147 42,841.760	<u>21.009</u> 3,641.560 43,698.720	<u>21.639</u> 3,750.760 45,009.120
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly Monthly Annual	<u>20.798</u> 3,604.987 43,259.840	<u>21.423</u> 3,713.320 44,559.840	<u>22.065</u> 3,824.600 45,895.200	<u>22.726</u> 3,939.173 47,270.080	<u>23.409</u> 4,057.560 48,690.720	<u>24.112</u> 4,179.413 50,152.960	<u>24.836</u> 4,304.907 51,658.880	<u>25.333</u> 4,391.053 52,692.640	<u>25.840</u> 4,478.933 53,747.200	<u>26.615</u> 4,613.267 55,359.200
58	23-50	1	Home Visitor 2	Com	1885	Hourly Monthly Annual	<u>21.733</u> 3,413.892 40,966.705	<u>22.228</u> 3,491.648 41,899.780	<u>22.723</u> 3,569.405 42,832.855	<u>23.177</u> 3,640.720 43,688.645	<u>23.644</u> 3,714.078 44,568.940	<u>24.117</u> 3,788.379 45,460.545		<u>24.599</u> 3,864.093 46,369.115	<u>25.091</u> 3,941.378 47,296.535	<u>25.844</u> 4,059.662 48,715.940
59			Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	<u>22.976</u> 3,982.507 47,790.080	<u>23.665</u> 4,101.933 49,223.200	<u>24.375</u> 4,225.000 50,700.000	<u>25.107</u> 4,351.880 52,222.560	<u>25.860</u> 4,482.400 53,788.800	<u>26.635</u> 4,616.733 55,400.800		<u>27.168</u> 4,709.120 56,509.440	<u>27.711</u> 4,803.240 57,638.880	<u>28.542</u> 4,947.280 59,367.360
60			InSight Mentor	NWC	1950	Hourly Monthly Annual	<u>26.607</u> 4,323.638 51,883.650	<u>27.218</u> 4,422.925 53,075.100	<u>27.776</u> 4,513.600 54,163.200	<u>28.436</u> 4,620.850 55,450.200				<u>29.005</u> 4,713.313 56,559.750	<u>29.585</u> 4,807.563 57,690.750	<u>30.473</u> 4,951.863 59,422.350

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48		Integrated Support Worker	Com	2080	Hourly 21.422 Monthly 3,713.147 Annual 44,557.760	22.066 3,824.773 45,897.280	22.727 3,939.347 47,272.160	23.408 4,057.387 48,688.640	24.111 4,179.240 50,150.880	24.836 4,304.907 51,658.880	25.581 4,434.040 53,208.480		26.093 4,522.787 54,273.440	26.615 4,613.267 55,359.200	27.413 4,751.587 57,019.040
62			IOT Outreach Mentor	NWC	1950	Hourly 26.607 Monthly 4,323.638 Annual 51,883.650	27.218 4,422.925 53,075.100	27.776 4,513.600 54,163.200	28.436 4,620.850 55,450.200					29.005 4,713.313 56,559.750	29.585 4,807.563 57,690.750	30.473 4,951.863 59,422.350
63			Kids Corner Assistant	SOGH	1950	Hourly 16.357 Monthly 2,658.013 Annual 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150				16.684 2,711.150 32,533.800	17.018 2,765.425 33,185.100	17.529 2,848.463 34,181.550
64			Lifeguard	SOGH	2015	Hourly 16.357 Monthly 2,746.613 Annual 32,959.355	16.357 2,746.613 32,959.355	16.776 2,816.970 33,803.640	17.614 2,957.684 35,492.210	17.981 3,019.310 36,231.715				18.341 3,079.760 36,957.115	18.708 3,141.385 37,696.620	19.269 3,235.586 38,827.035
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly 19.171 Monthly 3,322.973 Annual 39,875.680	19.733 3,420.387 41,044.640	20.285 3,516.067 42,192.800	20.858 3,615.387 43,384.640	21.423 3,713.320 44,559.840	21.998 3,812.987 45,755.840			22.438 3,889.253 46,671.040	22.887 3,967.080 47,604.960	23.574 4,086.160 49,033.920
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly 21.733 Monthly 3,767.053 Annual 45,204.640	22.228 3,852.853 46,234.240	22.723 3,938.653 47,263.840	23.177 4,017.347 48,208.160	23.644 4,098.293 49,179.520	24.117 4,180.280 50,163.360			24.599 4,263.827 51,165.920	25.091 4,349.107 52,189.280	25.844 4,479.627 53,755.520
67	1		Mental Health Support Worker	CRS	1885	Hourly 22.435 Monthly 3,524.165 Annual 42,289.975	23.133 3,633.809 43,605.705	23.926 3,758.376 45,100.510	24.748 3,887.498 46,649.980	25.582 4,018.506 48,222.070	26.402 4,147.314 49,767.770			26.930 4,230.254 50,763.050	27.469 4,314.922 51,779.065	28.293 4,444.359 53,332.305
68			Mental Health Support Worker	Com	2080	Hourly 22.435 Monthly 3,888.733 Annual 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160			26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440
69			Nurses Aide (Uncertified)	MM	2015	Hourly 16.357 Monthly 2,746.613 Annual 32,959.355	16.561 2,780.868 33,370.415	17.057 2,864.155 34,369.855	17.567 2,949.792 35,397.505	18.095 3,038.452 36,461.425	18.638 3,129.631 37,555.570			19.011 3,192.264 38,307.165	19.391 3,256.072 39,072.865	19.973 3,353.800 40,245.595
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540		25.333 4,253.833 51,045.995	26.040 4,338.967 52,067.600	26.615 4,469.102 53,629.225
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly 20.193 Monthly 3,390.741 Annual 40,688.895								20.597 3,458.580 41,502.955	21.009 3,527.761 42,333.135	21.639 3,633.549 43,602.585
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
75			Occupational Therapy Assistant	Com	2015	Hourly 20.341 Monthly 3,415.593 Annual 40,987.115	20.946 3,517.183 42,206.190	21.578 3,623.306 43,479.670	22.222 3,731.444 44,777.330	22.889 3,843.445 46,121.335	23.573 3,958.300 47,499.595			24.044 4,037.388 48,448.660	24.525 4,118.156 49,417.875	25.261 4,241.743 50,900.915
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
82		1	Ophthalmic Assistant	MHC	1950	Hourly 21.082 Monthly 3,425.825 Annual 41,109.900	21.714 3,528.525 42,342.300	22.369 3,634.963 43,619.550	23.037 3,743.513 44,922.150	23.729 3,855.963 46,271.550	24.442 3,971.825 47,661.900			24.931 4,051.288 48,615.450	25.430 4,132.375 49,588.500	26.193 4,256.363 51,076.350
83			OR Attendant	VGH	2015	Hourly 22.878 Monthly 3,841.598 Annual 46,099.170	23.565 3,956.956 47,483.475	24.271 4,075.505 48,906.065	24.998 4,197.581 50,370.970	25.750 4,323.854 51,886.250	26.523 4,453.654 53,443.845			27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,270.330
84		1	Orientation Coordinator	Com	1885	Hourly 27.380 Monthly 4,300.942 Annual 51,611.300	28.355 4,454.098 53,449.175	29.361 4,612.124 55,345.485	30.423 4,778.946 57,347.355	31.550 4,955.979 59,471.750	32.699 5,136.468 61,637.615			33.353 5,239.200 62,870.405	34.020 5,343.975 64,127.700	35.041 5,504.357 66,052.285
85		1	Outreach Worker	CRS	1885	Hourly 27.666 Monthly 4,345.868 Annual 52,150.410	28.626 4,496.668 53,960.010	29.635 4,655.165 55,861.975	30.623 4,810.363 57,724.355	31.771 4,990.695 59,888.335	32.845 5,159.402 61,912.825	34.020 5,343.975 64,127.700	35.078 5,510.169 66,122.030	35.780 5,620.442 67,445.300	36.496 5,732.913 68,794.960	37.591 5,904.920 70,859.035
86			Outreach Worker	NCC	2015	Hourly 23.716 Monthly 3,982.312 Annual 47,787.740	24.430 4,102.204 49,226.450	25.162 4,225.119 50,701.430	25.914 4,351.393 52,216.710	26.694 4,482.368 53,788.410	27.497 4,617.205 55,406.455			28.047 4,709.559 56,514.705	28.608 4,803.760 57,645.120	29.466 4,947.833 59,373.990
87			Outreach Worker	WHC	2080	Hourly 22.976 Monthly 3,982.507 Annual 47,790.080	23.665 4,101.933 49,223.200	24.375 4,225.000 50,700.000	25.107 4,351.880 52,222.560	25.860 4,482.400 53,788.800	26.635 4,616.733 55,400.800			27.168 4,709.120 56,509.440	27.711 4,803.240 57,638.880	28.542 4,947.280 59,367.360
88	23-13CERT		P.C.A. - Trained	BPOCH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540		25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225
89			PACT Support Worker	Com	2080	Hourly 22.435 Monthly 3,888.733 Annual 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.420 4,576.347 54,916.160			26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440
90			Peer Navigator	NWC	1950	Hourly 24.507 Monthly 3,982.388 Annual 47,788.650	25.243 4,101.988 49,223.850	25.999 4,224.838 50,698.050	26.780 4,351.750 52,221.000	27.584 4,482.400 53,788.800	28.412 4,616.950 55,403.400			28.980 4,709.250 56,511.000	29.560 4,803.500 57,642.000	30.447 4,947.638 59,371.650
91			Peer Support Worker	KL	2080	Hourly 22.976 Monthly 3,982.507 Annual 47,790.080	23.665 4,101.933 49,223.200	24.375 4,225.000 50,700.000	25.107 4,351.880 52,222.560	25.860 4,482.400 53,788.800	26.635 4,616.733 55,400.800			27.168 4,709.120 56,509.440	27.711 4,803.240 57,638.880	28.542 4,947.280 59,367.360
92	23-47CERT		Physiotherapy - Rehab Aide	CH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
93	23-47CERT		Physiotherapy Assistant	DLC	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
94			Porter / Orderly	VGH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
95			Porter-Diagnostic Imaging	SBH	2015	Hourly 19.852 Monthly 3,333.482 Annual 40,001.780	20.445 3,433.056 41,196.675	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195			23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
96			Porter-Rehabilitation	SBH	2015	Hourly 19.852 Monthly 3,333.482 Annual 40,001.780	20.445 3,433.056 41,196.675	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195			23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
97		2	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 21.511 Monthly 3,728.573 Annual 44,742.880	22.038 3,819.920 45,839.040	22.564 3,911.093 46,933.120	23.082 4,000.880 48,010.560	23.612 4,092.747 49,112.960	24.134 4,183.227 50,198.720			24.617 4,266.947 51,203.360	25.109 4,352.227 52,226.720	25.862 4,482.747 53,792.960
98		2	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 19.485 Monthly 3,377.400 Annual 40,528.800	19.947 3,457.480 41,489.760	20.404 3,536.693 42,440.320	20.905 3,623.533 43,482.400	21.533 3,716.135 44,519.135	22.166 3,807.266 45,626.866			21.323 3,695.987 44,351.840	21.749 3,769.827 45,237.920	22.401 3,882.840 46,594.080
99			Recreation Coordinator	RPG	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
100			Recreation Coordinator	SEPCH, LPCH	2015	Hourly 21.967 Monthly 3,688.625 Annual 44,263.505	22.625 3,799.115 45,589.375	23.306 3,913.466 46,961.590	24.006 4,031.008 48,372.090	24.724 4,151.572 49,818.860	25.465 4,275.998 51,311.975			25.974 4,361.468 52,337.610	26.493 4,448.616 53,383.395	27.288 4,582.110 54,985.320

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101			Recreation Facilitator	MH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
102			Recreation Facilitator	MHC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
103			Recreation Facilitator	RPG	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
104			Recreation Facilitator	SEPCH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
105			Recreation Facilitator (Uncertified)	MM	2015	Hourly	16.357	16.561	17.057	17.567	18.095	18.638			19.011	19.391	19.973
						Monthly	2,746.613	2,780.868	2,864.155	2,949.792	3,038.452	3,129.631			3,192.264	3,256.072	3,353.800
						Annual	32,959.355	33,370.415	34,369.855	35,397.505	36,461.425	37,555.570			38,307.165	39,072.865	40,245.595
106			Recreation Facilitator - PIO	MHC	2015	Hourly	22.776	23.131	23.633	24.357	25.465				25.974	26.493	27.288
						Monthly	3,824.470	3,884.080	3,968.375	4,089.946	4,275.998				4,361.468	4,448.616	4,582.110
						Annual	45,893.640	46,608.965	47,620.495	49,079.355	51,311.975				52,337.610	53,383.395	54,985.320
107			Recreation Facilitator - Trained	MM	2015	Hourly	21.967	22.624	23.306	24.004	24.724	25.465			25.974	26.493	27.288
						Monthly	3,688.625	3,798.947	3,913.466	4,030.672	4,151.572	4,275.998			4,361.468	4,448.616	4,582.110
						Annual	44,263.505	45,587.360	46,961.590	48,368.060	49,818.860	51,311.975			52,337.610	53,383.395	54,985.320
108			Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly	20.193								20.597	21.009	21.639
						Monthly	3,390.741								3,458.580	3,527.761	3,633.549
						Annual	40,688.895								41,502.955	42,333.135	43,602.585
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly	18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly	3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual	36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly	18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly	3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual	36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
115			Recreation Worker	DLC	2015	Hourly	25.368	26.362	27.466	28.540	29.641	30.810			31.426	32.055	33.017
						Monthly	4,259.710	4,426.619	4,611.999	4,792.342	4,977.218	5,173.513			5,276.949	5,382.569	5,544.105
						Annual	51,116.520	53,119.430	55,343.990	57,508.100	59,726.615	62,082.150			63,323.390	64,590.825	66,529.255
116			Recreation Worker (Certified)	ASJ	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
117	23-47CERT		Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
118	23-47CERT		Rehab Assistant	Com	2080	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,785.427	3,899.133	4,015.960	4,136.253	4,260.533	4,388.453	4,520.187		4,610.667	4,702.880	4,843.973
						Annual	45,425.120	46,789.600	48,191.520	49,635.040	51,126.400	52,661.440	54,242.240		55,328.000	56,434.560	58,127.680
119	23-47CERT		Rehabilitation Assistant	SBH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
120	23-47CERT		Rehabilitation Assistant	VGH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
122	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
123	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
124	23-47CERT	1	Rehabilitation Assistant	GH	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700
125	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700
126	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
127	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
128			Resident Aide	GH	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
129			Residential Care Worker	Com	2080	Hourly 18.845	19.458	20.092	20.728	21.405	22.128	22.851	23.584	24.056	24.537	25.273
						Monthly 3,266.467	3,372.720	3,482.613	3,592.853	3,710.200	3,835.520	3,960.840	4,087.893	4,169.707	4,253.080	4,380.653
						Annual 39,197.600	40,472.640	41,791.360	43,114.240	44,522.400	46,026.240	47,530.080	49,054.720	50,036.480	51,036.960	52,567.840
130			Skill Development Worker	NWC	1950	Hourly 16.844	18.070	19.294	20.523					20.933	21.352	21.993
						Monthly 2,737.150	2,936.375	3,135.275	3,334.988					3,401.613	3,469.700	3,573.863
						Annual 32,845.800	35,236.500	37,623.300	40,019.850					40,819.350	41,636.400	42,886.350
131			Support Worker	NWC	1950	Hourly 22.491	22.995	23.509	23.979	24.539				25.030	25.531	26.297
						Monthly 3,654.788	3,736.688	3,820.213	3,896.588	3,987.588				4,067.375	4,148.788	4,273.263
						Annual 43,857.450	44,840.250	45,842.550	46,759.050	47,851.050				48,808.500	49,785.450	51,279.150
132		1	Systems Navigation Support Worker	Com	1885	Hourly 22.435	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293
						Monthly 3,524.165	3,633.809	3,758.376	3,887.498	4,018.506	4,147.314			4,230.254	4,314.922	4,444.359
						Annual 42,289.975	43,605.705	45,100.510	46,649.980	48,222.070	49,767.770			50,763.050	51,779.065	53,332.305
133		3	Therapeutic Recreation (Certified)	DM	1950	Hourly 20.470	21.085	21.716	22.368	23.037	23.731			24.206	24.690	25.431
						Monthly 3,326.375	3,426.313	3,528.850	3,634.800	3,743.513	3,856.288			3,933.475	4,012.125	4,132.538
						Annual 39,916.500	41,115.750	42,346.200	43,617.600	44,922.150	46,275.450			47,201.700	48,145.500	49,590.450
134			Therapeutic Recreation Facilitator	RHC	2015	Hourly 25.368	26.362	27.466	28.540	29.641	30.810			31.426	32.055	33.017
						Monthly 4,259.710	4,426.619	4,611.999	4,792.342	4,977.218	5,173.513			5,276.949	5,382.569	5,544.105
						Annual 51,116.520	53,119.430	55,343.990	57,508.100	59,726.615	62,082.150			63,323.390	64,590.825	66,529.255
135			Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
136			Transport Assistant	SOGH	2015	Hourly 19.853	20.446	21.059	21.692	22.343	23.013			23.473	23.942	24.660
						Monthly 3,333.650	3,433.224	3,536.157	3,642.448	3,751.762	3,864.266			3,941.508	4,020.261	4,140.825
						Annual 40,003.795	41,198.690	42,433.885	43,709.380	45,021.145	46,371.195			47,298.095	48,243.130	49,689.900
137	23-DUAL	1	Unit Assistant	CH	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Standardized to 2015 Base Annual Hours effective October 25, 2024

² Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

³ Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	19.424 3,261.613 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
3		1,2,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	20.395 3,535.133 42,421.600	21.007 3,641.213 43,694.560	21.637 3,750.413 45,004.960	22.285 3,862.733 46,352.800	22.953 3,978.520 47,742.240				23.412 4,058.080 48,696.960	23.880 4,139.200 49,670.400	24.596 4,263.307 51,159.680
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	19.424 3,261.613 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	33.669 5,653.586 67,843.035	34.678 5,823.014 69,876.170	35.720 5,997.983 71,975.800	36.790 6,177.654 74,131.850	37.895 6,363.202 76,358.425				38.653 6,490.483 77,885.795	39.426 6,620.283 79,443.390	40.609 6,818.928 81,827.135
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
9	23-DUAL		Aide - Clerk	GH	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
10			Bright Start Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
11			Camp Leader	SOGH	2080	Hourly Monthly Annual	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560							17.143 2,971.453 35,657.440	17.486 3,030.907 36,370.880	18.011 3,121.907 37,462.880
12			Child Minder	WHC	2080	Hourly Monthly Annual	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.863 2,922.920 35,075.040		17.200 2,981.333 35,776.000	17.545 3,041.133 36,493.600	18.071 3,132.307 37,587.680	
13			Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
14			Community Chef	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
15			Community Development Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
16			Community Health Worker	Com	2015	Hourly Monthly Annual	23.494 3,945.034 47,340.410	23.859 4,006.324 48,075.885	24.221 4,067.110 48,805.315	24.584 4,128.063 49,536.760	24.960 4,191.200 50,294.400	25.324 4,252.322 51,027.860		25.830 4,337.288 52,047.450	26.347 4,424.100 53,089.205	27.137 4,556.755 54,681.055	
17			Community Outreach Worker	MCC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	28.427 4,773.367 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645	36.764 6,173.288 74,079.460	37.500 6,296.875 75,562.500	38.625 6,485.781 77,829.375
19			Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
20			Cultural Support Worker	NCC	2015	Hourly Monthly Annual	24.368 4,091.793 49,101.520	25.102 4,215.044 50,580.530	25.854 4,341.318 52,095.810	26.627 4,471.117 53,653.405	27.428 4,605.618 55,267.420	28.253 4,744.150 56,929.795		28.818 4,839.023 58,068.270	29.395 4,935.910 59,230.925	30.276 5,083.845 61,006.140	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly 26.524 Monthly 4,453.822 Annual 53,445.860	26.890 4,515.279 54,183.350	27.254 4,576.401 54,916.810	27.620 4,637.858 55,654.300	27.985 4,699.148 56,389.775	28.350 4,760.438 57,125.250			28.917 4,855.646 58,267.755	29.495 4,952.702 59,432.425	30.380 5,101.308 61,215.700
22	1		Day Program Worker	HF	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
23			Diagnostic Imaging Assistant	VGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
24			Diagnostic Imaging Assistant	MHC	2015	Hourly 21.377 Monthly 3,589.555 Annual 43,074.655	21.746 3,651.516 43,818.190	22.095 3,710.119 44,521.425	22.687 3,809.525 45,714.305	23.574 3,958.468 47,501.610				24.046 4,037.724 48,452.690	24.526 4,118.324 49,419.890	25.262 4,241.911 50,902.930
25			Dialysis Aide	SOGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
26	23-50	1,2,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 23.981 Monthly 4,026.810 Annual 48,321.715	24.515 4,116.477 49,397.725	25.005 4,198.756 50,385.075	25.509 4,283.386 51,400.635	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
27			Financial Empowerment Programmer	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
28			Garden and Food Skills Programmer	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
39	23-13CERT	1,4	Health Care Aide	DM	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.586</u> 3,624.649 43,495.790	<u>22.234</u> 3,733.459 44,801.510
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.586</u> 3,624.649 43,495.790	<u>22.234</u> 3,733.459 44,801.510
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.586</u> 3,624.649 43,495.790	<u>22.234</u> 3,733.459 44,801.510
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.586</u> 3,624.649 43,495.790	<u>22.234</u> 3,733.459 44,801.510
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	<u>22.012</u> 3,576.950 42,923.400	<u>22.672</u> 3,684.200 44,210.400	<u>23.351</u> 3,794.538 45,534.450	<u>24.053</u> 3,908.613 46,903.350	<u>24.775</u> 4,025.938 48,311.250	<u>25.519</u> 4,146.838 49,762.050		<u>26.029</u> 4,229.713 50,756.550	<u>26.550</u> 4,314.375 51,772.500	<u>27.347</u> 4,443.888 53,326.650
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	<u>22.012</u> 3,576.950 42,923.400	<u>22.672</u> 3,684.200 44,210.400	<u>23.351</u> 3,794.538 45,534.450	<u>24.053</u> 3,908.613 46,903.350	<u>24.775</u> 4,025.938 48,311.250	<u>25.519</u> 4,146.838 49,762.050		<u>26.029</u> 4,229.713 50,756.550	<u>26.550</u> 4,314.375 51,772.500	<u>27.347</u> 4,443.888 53,326.650
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	<u>20.748</u> 3,371.550 40,458.600							<u>21.163</u> 3,438.988 41,267.850	<u>21.586</u> 3,507.725 42,092.700	<u>22.234</u> 3,613.025 43,356.300
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.586</u> 3,624.649 43,495.790	<u>22.234</u> 3,733.459 44,801.510
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	<u>23.114</u> 3,881.226 46,574.710	<u>23.806</u> 3,997.424 47,969.090	<u>24.519</u> 4,117.149 49,405.785	<u>25.256</u> 4,240.903 50,890.840	<u>26.014</u> 4,368.184 52,418.210	<u>26.795</u> 4,499.327 53,991.925		<u>27.331</u> 4,589.330 55,071.965	<u>27.878</u> 4,681.181 56,174.170	<u>28.714</u> 4,821.559 57,858.710
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>23.114</u> 4,006.427 48,077.120	<u>23.806</u> 4,126.373 49,516.480	<u>24.518</u> 4,249.787 50,997.440	<u>25.256</u> 4,377.707 52,532.480	<u>26.014</u> 4,509.093 54,109.120	<u>26.794</u> 4,644.293 55,731.520		<u>27.330</u> 4,737.200 56,846.400	<u>27.877</u> 4,832.013 57,984.160	<u>28.713</u> 4,976.920 59,723.040
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>21.785</u> 3,776.067 45,312.800							<u>22.221</u> 3,851.640 46,219.680	<u>22.665</u> 3,928.600 47,143.200	<u>23.345</u> 4,046.467 48,557.600
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.748</u> 3,596.320 43,155.840							<u>21.163</u> 3,668.253 44,019.040	<u>21.586</u> 3,741.573 44,898.880	<u>22.234</u> 3,853.893 46,246.720
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.748</u> 3,596.320 43,155.840							<u>21.163</u> 3,668.253 44,019.040	<u>21.586</u> 3,741.573 44,898.880	<u>22.234</u> 3,853.893 46,246.720
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	<u>22.012</u> 3,815.413 45,784.960	<u>22.672</u> 3,929.813 47,157.760	<u>23.351</u> 4,047.507 48,570.080	<u>24.053</u> 4,169.187 50,030.240	<u>24.775</u> 4,294.333 51,532.000	<u>25.519</u> 4,423.293 53,079.520		<u>26.029</u> 4,511.693 54,140.320	<u>26.550</u> 4,602.000 55,224.000	<u>27.347</u> 4,740.147 56,881.760
58	23-50	1, 2	Home Visitor 2	Com	2015	Hourly Monthly Annual	<u>22.839</u> 3,835.049 46,020.585	<u>23.348</u> 3,920.518 47,046.220	<u>23.814</u> 3,998.768 47,985.210	<u>24.294</u> 4,079.368 48,952.410	<u>24.780</u> 4,160.975 49,931.700		<u>25.276</u> 4,244.262 50,931.140	<u>25.782</u> 4,329.228 51,950.730	<u>26.555</u> 4,459.027 53,508.325	
59			Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	<u>23.608</u> 4,092.053 49,104.640	<u>24.316</u> 4,214.773 50,577.280	<u>25.045</u> 4,341.133 52,093.600	<u>25.797</u> 4,471.480 53,657.760	<u>26.571</u> 4,605.640 55,267.680	<u>27.367</u> 4,743.613 56,923.360		<u>27.915</u> 4,838.600 58,063.200	<u>28.473</u> 4,935.320 59,223.840	<u>29.327</u> 5,083.347 61,000.160
60			InSight Mentor	NWC	1950	Hourly Monthly Annual	<u>27.339</u> 4,442.588 53,311.050	<u>27.966</u> 4,544.475 54,533.700	<u>28.540</u> 4,637.750 55,653.000	<u>29.218</u> 4,747.925 56,975.100				<u>29.803</u> 4,842.988 58,115.850	<u>30.399</u> 4,939.838 59,278.050	<u>31.311</u> 5,088.038 61,056.450

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48	1	Integrated Support Worker	Com	2080	Hourly 22.673 Monthly 3,929.987 Annual 47,159.840	23.352 4,047.680 48,572.160	24.052 4,169.013 50,028.160	24.774 4,294.160 51,529.920	25.519 4,423.293 53,079.520	26.284 4,555.893 54,670.720			26.810 4,647.067 55,764.800	27.346 4,739.973 56,879.680	28.166 4,882.107 58,585.280
62			IOT Outreach Mentor	NWC	1950	Hourly 27.339 Monthly 4,442.588 Annual 53,311.050	27.966 4,544.475 54,533.700	28.540 4,637.750 55,653.000	29.218 4,747.925 56,975.100					29.803 4,842.988 58,115.850	30.399 4,939.838 59,278.050	31.311 5,088.038 61,056.450
63			Kids Corner Assistant	SOGH	1950	Hourly 16.807 Monthly 2,731.138 Annual 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650				17.143 2,785.738 33,428.850	17.486 2,841.475 34,097.700	18.011 2,926.788 35,121.450
64			Lifeguard	SOGH	2015	Hourly 16.807 Monthly 2,822.175 Annual 33,866.105	16.807 2,822.175 33,866.105	17.237 2,894.380 34,732.555	18.098 3,038.956 36,467.470	18.475 3,102.260 37,227.125				18.845 3,164.390 37,972.675	19.222 3,227.694 38,732.330	19.799 3,324.582 39,894.985
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly 20.276 Monthly 3,514.507 Annual 42,174.080	20.843 3,612.787 43,353.440	21.432 3,714.880 44,578.560	22.012 3,815.413 45,784.960	22.603 3,917.853 47,014.240				23.055 3,996.200 47,954.400	23.516 4,076.107 48,913.280	24.221 4,198.307 50,379.680
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly 22.839 Monthly 3,958.760 Annual 47,505.120	23.348 4,046.987 48,563.840	23.814 4,127.760 49,533.120	24.294 4,210.960 50,531.520	24.780 4,295.200 51,542.400				25.276 4,381.173 52,574.080	25.782 4,468.880 53,626.560	26.555 4,602.867 55,234.400
67		2	Mental Health Support Worker	CRS	2015	Hourly 23.052 Monthly 3,870.815 Annual 46,449.780	23.769 3,991.211 47,894.535	24.584 4,128.063 49,536.760	25.429 4,269.953 51,239.435	26.286 4,413.858 52,966.290	27.128 4,555.243 54,662.920			27.671 4,646.422 55,757.065	28.224 4,739.280 56,871.360	29.071 4,881.505 58,578.065
68			Mental Health Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly 17.016 Monthly 2,857.270 Annual 34,287.240	17.526 2,942.908 35,314.890	18.050 3,030.896 36,370.750	18.593 3,122.075 37,464.895	19.151 3,215.772 38,589.265				19.534 3,280.084 39,361.010	19.925 3,345.740 40,148.875	20.523 3,446.154 41,353.845
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
75			Occupational Therapy Assistant	Com	2015	Hourly 20.900 Monthly 3,509.458 Annual 42,113.500	21.522 3,613.903 43,366.830	22.171 3,722.880 44,674.565	22.833 3,834.041 46,008.495	23.518 3,949.064 47,388.770	24.221 4,067.110 48,805.315			24.705 4,148.381 49,780.575	25.199 4,231.332 50,775.985	25.956 4,358.445 52,301.340
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
82		2	Ophthalmic Assistant	MHC	2015	Hourly 21.662 Monthly 3,637.411 Annual 43,648.930	22.311 3,746.389 44,956.665	22.984 3,859.397 46,312.760	23.671 3,974.755 47,697.065	24.382 4,094.144 49,129.730	25.114 4,217.059 50,604.710			25.617 4,301.521 51,618.255	26.129 4,387.495 52,649.935	26.913 4,519.141 54,229.695
83			OR Attendant	VGH	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.213 4,065.766 48,789.195	24.938 4,187.506 50,250.070	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780			27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060
84		2	Orientation Coordinator	Com	2015	Hourly 28.133 Monthly 4,724.000 Annual 56,687.995	29.135 4,892.252 58,707.025	30.168 5,065.710 60,788.520	31.260 5,249.075 62,988.900	32.418 5,443.523 65,322.270	33.598 5,641.664 67,699.970			34.270 5,754.504 69,054.050	34.956 5,869.695 70,436.340	36.005 6,045.840 72,550.075
85		2	Outreach Worker	CRS	2015	Hourly 28.427 Monthly 4,773.367 Annual 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645	36.764 6,173.288 74,079.460	37.500 6,296.875 75,562.500	38.625 6,485.781 77,829.375
86			Outreach Worker	NCC	2015	Hourly 24.368 Monthly 4,091.793 Annual 49,101.520	25.102 4,215.044 50,580.530	25.854 4,341.318 52,095.810	26.627 4,471.117 53,653.405	27.428 4,605.618 55,267.420	28.253 4,744.150 56,929.795			28.818 4,839.023 58,068.270	29.395 4,935.910 59,230.925	30.276 5,083.845 61,006.140
87			Outreach Worker	WHC	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,006.160
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
89			PACT Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
90			Peer Navigator	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
91			Peer Support Worker	KL	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,006.160
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
94			Porter / Orderly	VGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
95			Porter-Diagnostic Imaging	SBH	2015	Hourly 20.398 Monthly 3,425.164 Annual 41,101.970	21.007 3,527.425 42,329.105	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
96			Porter-Rehabilitation	SBH	2015	Hourly 20.398 Monthly 3,425.164 Annual 41,101.970	21.007 3,527.425 42,329.105	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
97		3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 22.103 Monthly 3,831.187 Annual 45,974.240	22.644 3,924.960 47,099.520	23.185 4,018.733 48,224.800	23.717 4,110.947 49,331.360	24.261 4,205.240 50,462.880	24.798 4,298.320 51,579.840			25.294 4,384.293 52,611.520	25.799 4,471.827 53,661.920	26.573 4,605.987 55,271.840
98		3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 20.021 Monthly 3,470.307 Annual 41,643.680	20.496 3,552.640 42,631.680	20.965 3,633.933 43,607.200	21.480 3,723.200 44,678.400					21.909 3,797.560 45,570.720	22.347 3,873.480 46,481.760	23.017 3,989.613 47,875.360
99		1	Recreation Coordinator	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 23.247 Monthly 3,903.559 Annual 46,842.705	23.947 4,021.100 48,253.205	24.666 4,141.833 49,701.990	25.404 4,265.755 51,189.060	26.165 4,393.540 52,722.475			26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
102		1	Recreation Facilitator	MHC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
103		1	Recreation Facilitator	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
104		1	Recreation Facilitator	SEPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 17.016 Monthly 2,857.270 Annual 34,287.240	17.526 2,942.908 35,314.890	18.050 3,030.896 36,370.750	18.593 3,122.075 37,464.895	19.151 3,215.772 38,589.265				19.534 3,280.084 39,361.010	19.925 3,345.740 40,148.875	20.523 3,446.154 41,353.845
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 23.767 Monthly 3,990.875 Annual 47,890.505	24.283 4,077.520 48,930.245	25.027 4,202.450 50,429.405	26.165 4,393.540 52,722.475					26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 23.246 Monthly 3,903.391 Annual 46,840.690	23.947 4,021.100 48,253.205	24.664 4,141.497 49,697.960	25.404 4,265.755 51,189.060	26.165 4,393.540 52,722.475				26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
115		1	Recreation Worker	DLC	2015	Hourly 27.087 Monthly 4,548.359 Annual 54,580.305	28.221 4,738.776 56,865.315	29.325 4,924.156 59,089.875	30.456 5,114.070 61,368.840	31.657 5,315.738 63,788.855				32.290 5,422.029 65,064.350	32.936 5,530.503 66,366.040	33.924 5,696.405 68,356.860
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.114 Monthly 4,006.427 Annual 48,077.120	23.806 4,126.373 49,516.480	24.519 4,249.960 50,999.520	25.256 4,377.707 52,532.480	26.014 4,509.093 54,109.120	26.795 4,644.467 55,733.600			27.331 4,737.373 56,848.480	27.878 4,832.187 57,986.240	28.714 4,977.093 59,725.120
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
124	23-47CERT	1, 2	Rehabilitation Assistant	GH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 23.114 Monthly 3,756.025 Annual 45,072.300	23.806 3,868.475 46,421.700	24.519 3,984.338 47,812.050	25.256 4,104.100 49,249.200	26.014 4,227.275 50,727.300	26.795 4,354.188 52,250.250			27.331 4,441.288 53,295.450	27.878 4,530.175 54,362.100	28.714 4,666.025 55,992.300
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
128			Resident Aide	GH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.030 4,370.871 52,450.450	26.551 4,458.355 53,500.265	27.347 4,592.017 55,104.205
129		1	Residential Care Worker	Com	2080	Hourly 19.993 Monthly 3,465.453 Annual 41,585.440	20.645 3,578.467 42,941.600	21.298 3,691.653 44,299.840	21.994 3,812.293 45,747.520	22.737 3,941.080 47,292.960	23.479 4,069.693 48,836.320	24.233 4,200.387 50,404.640		24.718 4,284.453 51,413.440	25.212 4,370.080 52,440.960	25.968 4,501.120 54,013.440
130			Skill Development Worker	NWC	1950	Hourly 17.307 Monthly 2,812.388 Annual 33,748.650	18.567 3,017.138 36,205.650	19.825 3,221.563 38,658.750	21.087 3,426.638 41,119.650					21.509 3,495.213 41,942.550	21.939 3,565.088 42,781.050	22.598 3,672.175 44,066.100
131			Support Worker	NWC	1950	Hourly 23.110 Monthly 3,755.375 Annual 45,064.500	23.627 3,839.388 46,072.650	24.155 3,925.188 47,102.250	24.638 4,003.675 48,044.100	25.214 4,097.275 49,167.300				25.718 4,179.175 50,150.100	26.233 4,262.863 51,154.350	27.020 4,390.750 52,689.000
132		2	Systems Navigation Support Worker	Com	2015	Hourly 23.052 Monthly 3,870.815 Annual 46,449.780	23.769 3,991.211 47,894.535	24.584 4,128.063 49,536.760	25.429 4,269.953 51,239.435	26.286 4,413.858 52,966.290	27.128 4,555.243 54,662.920			27.671 4,646.422 55,757.065	28.224 4,739.280 56,871.360	29.071 4,881.505 58,578.065
133		1,4	Therapeutic Recreation (Certified)	DM	2015	Hourly 21.665 Monthly 3,637.915 Annual 43,654.975	22.313 3,746.725 44,960.695	22.983 3,859.229 46,310.745	23.671 3,974.755 47,697.065	24.384 4,094.480 49,133.760				24.872 4,176.423 50,117.080	25.369 4,259.878 51,118.535	26.130 4,387.663 52,651.950
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 27.087 Monthly 4,548.359 Annual 54,580.305	28.221 4,738.776 56,865.315	29.325 4,924.156 59,089.875	30.456 5,114.070 61,368.840	31.657 5,315.738 63,788.855				32.290 5,422.029 65,064.350	32.936 5,530.503 66,366.040	33.924 5,696.405 68,356.860
135		1	Therapeutic Recreation Facilitator	SCPC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
136			Transport Assistant	SOGH	2015	Hourly 20.399 Monthly 3,425.332 Annual 41,103.985	21.008 3,527.593 42,331.120	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1st Step eliminated for multi-step salary scales

‡ Standardized to 2015 Base Annual Hours effective October 25, 2024

§ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

* Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	<u>19.924</u> 3,345.572 40,146.860	<u>20.506</u> 3,443.299 41,319.590	<u>21.107</u> 3,544.217 42,530.605	<u>21.724</u> 3,647.822 43,773.860	<u>22.360</u> 3,754.617 45,055.400			<u>22.807</u> 3,829.675 45,956.105	<u>23.263</u> 3,906.245 46,874.945	<u>23.961</u> 4,023.451 48,281.415	
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>20.895</u> 3,621.800 43,461.600	<u>21.507</u> 3,727.880 44,734.560	<u>22.137</u> 3,837.080 46,044.960	<u>22.785</u> 3,949.400 47,392.800	<u>23.453</u> 4,065.187 48,782.240			<u>23.922</u> 4,146.480 49,757.760	<u>24.400</u> 4,229.333 50,752.000	<u>25.132</u> 4,356.213 52,274.560	
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	<u>19.924</u> 3,345.572 40,146.860	<u>20.506</u> 3,443.299 41,319.590	<u>21.107</u> 3,544.217 42,530.605	<u>21.724</u> 3,647.822 43,773.860	<u>22.360</u> 3,754.617 45,055.400			<u>22.807</u> 3,829.675 45,956.105	<u>23.263</u> 3,906.245 46,874.945	<u>23.961</u> 4,023.451 48,281.415	
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	<u>34.169</u> 5,737.545 68,850.535	<u>35.178</u> 5,906.973 70,883.670	<u>36.220</u> 6,081.942 72,983.300	<u>37.290</u> 6,261.613 75,139.350	<u>38.395</u> 6,447.160 77,365.925			<u>39.163</u> 6,576.120 78,913.445	<u>39.946</u> 6,707.599 80,491.190	<u>41.144</u> 6,908.763 82,905.160	
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675	<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940	
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560						<u>17.602</u> 3,051.013 36,612.160	<u>17.954</u> 3,112.027 37,344.320	<u>18.493</u> 3,205.453 38,465.440	
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.313</u> 3,000.920 36,011.040		<u>17.659</u> 3,060.893 36,730.720	<u>18.012</u> 3,122.080 37,464.960	<u>18.552</u> 3,215.680 38,588.160	
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	<u>23.944</u> 4,020.597 48,247.160	<u>24.309</u> 4,081.886 48,982.635	<u>24.671</u> 4,142.672 49,712.065	<u>25.034</u> 4,203.626 50,443.510	<u>25.410</u> 4,266.763 51,201.150	<u>25.774</u> 4,327.884 51,934.610		<u>26.289</u> 4,414.361 52,972.335	<u>26.815</u> 4,502.685 54,032.225	<u>27.619</u> 4,637.690 55,652.285	
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	<u>28.877</u> 4,848.930 58,187.155	<u>29.863</u> 5,014.495 60,173.945	<u>30.900</u> 5,188.625 62,263.500	<u>31.915</u> 5,359.060 64,308.725	<u>33.095</u> 5,557.202 66,686.425	<u>34.198</u> 5,742.414 68,908.970	<u>35.406</u> 5,945.258 71,343.090	<u>36.493</u> 6,127.783 73,533.395	<u>37.223</u> 6,250.362 75,004.345	<u>37.967</u> 6,375.292 76,503.505	<u>39.106</u> 6,566.549 78,798.590
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	<u>24.818</u> 4,167.356 50,008.270	<u>25.552</u> 4,290.607 51,487.280	<u>26.304</u> 4,416.880 53,002.560	<u>27.077</u> 4,546.680 54,560.155	<u>27.878</u> 4,681.181 56,174.170	<u>28.703</u> 4,819.712 57,836.545		<u>29.277</u> 4,916.096 58,993.155	<u>29.863</u> 5,014.495 60,173.945	<u>30.759</u> 5,164.949 61,979.385	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly Monthly Annual	26.974 4,529.384 54,352.610	27.340 4,590.842 55,090.100	27.704 4,651.963 55,823.560	28.070 4,713.421 56,561.050	28.435 4,774.710 57,296.525	28.800 4,836.000 58,032.000			29.376 4,932.720 59,192.640	29.964 5,031.455 60,377.460	30.863 5,182.412 62,188.945	
22		1	Day Program Worker	HF	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125				25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290	
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375				25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly Monthly Annual	21.827 3,665.117 43,981.405	22.196 3,727.078 44,724.940	22.545 3,785.681 45,428.175	23.137 3,885.088 46,621.055	24.024 4,034.030 48,408.360					24.504 4,114.630 49,375.560	24.994 4,196.909 50,362.910	25.744 4,322.847 51,874.160
25		2	Dialysis Aide	SOGH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375				25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly Monthly Annual	24.481 4,110.768 49,329.215	25.015 4,200.435 50,405.225	25.505 4,282.715 51,392.575	26.009 4,367.345 52,408.135	26.519 4,452.982 53,435.785				27.049 4,541.978 54,503.735	27.590 4,632.821 55,593.850	28.418 4,771.856 57,262.270	
27		2	Financial Empowerment Programmer	NWC	1950	Hourly Monthly Annual	25.631 4,165.038 49,980.450	26.387 4,287.888 51,454.650	27.164 4,414.150 52,969.800	27.966 4,544.475 54,533.700	28.793 4,678.863 56,146.350	29.643 4,816.988 57,803.850				30.236 4,913.350 58,960.200	30.841 5,011.663 60,139.950	31.766 5,161.975 61,943.700
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	25.631 4,165.038 49,980.450	26.387 4,287.888 51,454.650	27.164 4,414.150 52,969.800	27.966 4,544.475 54,533.700	28.793 4,678.863 56,146.350	29.643 4,816.988 57,803.850				30.236 4,913.350 58,960.200	30.841 5,011.663 60,139.950	31.766 5,161.975 61,943.700
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285				26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly Monthly Annual	21.248 3,567.893 42,814.720								21.673 3,639.258 43,671.095	22.106 3,711.966 44,543.590	22.769 3,823.295 45,879.530	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,543.590	<u>27.882</u> 4,681.853 56,182.230
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	<u>22.512</u> 3,658.200 43,898.400	<u>23.172</u> 3,765.450 45,185.400	<u>23.851</u> 3,875.788 46,509.450	<u>24.553</u> 3,989.863 47,878.350	<u>25.275</u> 4,107.188 49,286.250	<u>26.019</u> 4,228.088 50,737.050		<u>26.539</u> 4,312.588 51,751.050	<u>27.070</u> 4,398.875 52,786.500	<u>27.882</u> 4,530.825 54,369.900
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	<u>22.512</u> 3,658.200 43,898.400	<u>23.172</u> 3,765.450 45,185.400	<u>23.851</u> 3,875.788 46,509.450	<u>24.553</u> 3,989.863 47,878.350	<u>25.275</u> 4,107.188 49,286.250	<u>26.019</u> 4,228.088 50,737.050		<u>26.539</u> 4,312.588 51,751.050	<u>27.070</u> 4,398.875 52,786.500	<u>27.882</u> 4,530.825 54,369.900
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	<u>21.248</u> 3,452.800 41,433.600							<u>21.673</u> 3,521.863 42,262.350	<u>22.106</u> 3,592.225 43,106.700	<u>22.769</u> 3,699.963 44,399.550
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	<u>23.614</u> 3,965.184 47,582.210	<u>24.306</u> 4,081.383 48,976.590	<u>25.019</u> 4,201.107 50,413.285	<u>25.756</u> 4,324.862 51,898.340	<u>26.514</u> 4,452.143 53,425.710	<u>27.295</u> 4,583.285 54,999.425		<u>27.841</u> 4,674.968 56,099.615	<u>28.398</u> 4,768.498 57,221.970	<u>29.250</u> 4,911.563 58,938.750
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>23.614</u> 4,093.093 49,117.120	<u>24.306</u> 4,213.040 50,556.480	<u>25.018</u> 4,336.453 52,037.440	<u>25.756</u> 4,464.373 53,572.480	<u>26.514</u> 4,595.760 55,149.120	<u>27.294</u> 4,730.960 56,771.520		<u>27.840</u> 4,825.600 57,907.200	<u>28.397</u> 4,922.147 59,065.760	<u>29.249</u> 5,069.827 60,837.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>22.285</u> 3,862.733 46,352.800							<u>22.731</u> 3,940.040 47,280.480	<u>23.186</u> 4,018.907 48,226.880	<u>23.882</u> 4,139.547 49,674.560
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>21.248</u> 3,682.987 44,195.840							<u>21.673</u> 3,756.653 45,079.840	<u>22.106</u> 3,831.707 45,980.480	<u>22.769</u> 3,946.627 47,359.520
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>21.248</u> 3,682.987 44,195.840							<u>21.673</u> 3,756.653 45,079.840	<u>22.106</u> 3,831.707 45,980.480	<u>22.769</u> 3,946.627 47,359.520
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	<u>22.512</u> 3,902.080 46,824.960	<u>23.172</u> 4,016.480 48,197.760	<u>23.851</u> 4,134.173 49,610.080	<u>24.553</u> 4,255.853 51,070.240	<u>25.275</u> 4,381.000 52,572.000	<u>26.019</u> 4,509.960 54,119.520		<u>26.539</u> 4,600.093 55,201.120	<u>27.070</u> 4,692.133 56,305.600	<u>27.882</u> 4,832.880 57,994.560
58	23-50	1	Home Visitor 2	Com	2015	Hourly Monthly Annual	<u>23.339</u> 3,919.007 47,028.085	<u>23.848</u> 4,004.477 48,053.720	<u>24.314</u> 4,082.726 48,992.710	<u>24.794</u> 4,163.326 49,959.910	<u>25.280</u> 4,244.933 50,939.200			<u>25.786</u> 4,329.899 51,958.790	<u>26.302</u> 4,416.544 52,998.530	<u>27.091</u> 4,549.030 54,588.365
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	<u>24.058</u> 4,170.053 50,040.640	<u>24.766</u> 4,292.773 51,513.280	<u>25.495</u> 4,419.133 53,029.600	<u>26.247</u> 4,549.480 54,593.760	<u>27.021</u> 4,683.640 56,203.680	<u>27.817</u> 4,821.613 57,859.360		<u>28.373</u> 4,917.987 59,015.840	<u>28.940</u> 5,016.267 60,195.200	<u>29.808</u> 5,166.720 62,000.640
60		2	InSight Mentor	NWC	1950	Hourly Monthly Annual	<u>27.789</u> 4,515.713 54,188.550	<u>28.416</u> 4,617.600 55,411.200	<u>28.990</u> 4,710.875 56,530.500	<u>29.668</u> 4,821.050 57,852.600				<u>30.261</u> 4,917.413 59,008.950	<u>30.866</u> 5,015.725 60,188.700	<u>31.792</u> 5,166.200 61,994.400

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COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48	1	Integrated Support Worker	Com	2080	Hourly Monthly Annual	<u>23.173</u> 4,016.653 48,199.840	<u>23.852</u> 4,134.347 49,612.160	<u>24.552</u> 4,255.680 51,068.160	<u>25.274</u> 4,380.827 52,569.920	<u>26.019</u> 4,509.960 54,119.520	<u>26.784</u> 4,642.560 55,710.720		<u>27.320</u> 4,735.467 56,825.600	<u>27.866</u> 4,830.107 57,961.280	<u>28.702</u> 4,975.013 59,700.160
62		2	IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	<u>27.789</u> 4,515.713 54,188.550	<u>28.416</u> 4,617.600 55,411.200	<u>28.990</u> 4,710.875 56,530.500	<u>29.668</u> 4,821.050 57,852.600				<u>30.261</u> 4,917.413 59,008.950	<u>30.866</u> 5,015.725 60,188.700	<u>31.792</u> 5,166.200 61,994.400
63		2	Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150			<u>17.602</u> 2,860.325 34,323.900	<u>17.954</u> 2,917.525 35,010.300	<u>18.493</u> 3,005.113 36,061.350
64		2	Lifeguard	SOGH	2015	Hourly Monthly Annual	<u>17.257</u> 2,897.738 34,772.855	<u>17.257</u> 2,897.738 34,772.855	<u>17.687</u> 2,969.942 35,639.305	<u>18.548</u> 3,114.518 37,374.220	<u>18.925</u> 3,177.823 38,133.875			<u>19.304</u> 3,241.463 38,897.560	<u>19.690</u> 3,306.279 39,675.350	<u>20.281</u> 3,405.518 40,866.215
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	<u>20.776</u> 3,601.173 43,214.080	<u>21.343</u> 3,699.453 44,393.440	<u>21.932</u> 3,801.547 45,618.560	<u>22.512</u> 3,902.080 46,824.960	<u>23.103</u> 4,004.520 48,054.240			<u>23.565</u> 4,084.600 49,015.200	<u>24.036</u> 4,166.240 49,994.880	<u>24.757</u> 4,291.213 51,494.560
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	<u>23.339</u> 4,045.427 48,545.120	<u>23.848</u> 4,133.653 49,603.840	<u>24.314</u> 4,214.427 50,573.120	<u>24.794</u> 4,297.627 51,571.520	<u>25.280</u> 4,381.867 52,582.400			<u>25.786</u> 4,469.573 53,634.880	<u>26.302</u> 4,559.013 54,708.160	<u>27.091</u> 4,695.773 56,349.280
67		2	Mental Health Support Worker	CRS	2015	Hourly Monthly Annual	<u>23.502</u> 3,946.378 47,356.530	<u>24.219</u> 4,066.774 48,801.285	<u>25.034</u> 4,203.626 50,443.510	<u>25.879</u> 4,345.515 52,146.185	<u>26.736</u> 4,489.420 53,873.040	<u>27.578</u> 4,630.806 55,569.670		<u>28.130</u> 4,723.496 56,681.950	<u>28.693</u> 4,818.033 57,816.395	<u>29.554</u> 4,962.609 59,551.310
68		2	Mental Health Support Worker	Com	2080	Hourly Monthly Annual	<u>23.502</u> 4,073.680 48,884.160	<u>24.219</u> 4,197.960 50,375.520	<u>25.034</u> 4,339.227 52,070.720	<u>25.879</u> 4,485.693 53,828.320	<u>26.736</u> 4,634.240 55,610.880	<u>27.578</u> 4,780.187 57,362.240		<u>28.130</u> 4,875.867 58,510.400	<u>28.693</u> 4,973.453 59,681.440	<u>29.554</u> 5,122.693 61,472.320
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	<u>17.516</u> 2,941.228 35,294.740	<u>18.026</u> 3,026.866 36,322.390	<u>18.550</u> 3,114.854 37,378.250	<u>19.093</u> 3,206.033 38,472.395	<u>19.651</u> 3,299.730 39,596.765			<u>20.044</u> 3,365.722 40,388.660	<u>20.445</u> 3,433.056 41,196.675	<u>21.058</u> 3,535.989 42,431.870
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675	<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675	<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675	<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
75		2	Occupational Therapy Assistant	Com	2015	Hourly Monthly Annual	<u>21.350</u> 3,585.021 43,020.250	<u>21.972</u> 3,689.465 44,273.580	<u>22.621</u> 3,798.443 45,581.315	<u>23.283</u> 3,909.604 46,915.245	<u>23.968</u> 4,024.627 48,295.520	<u>24.671</u> 4,142.672 49,712.065		<u>25.164</u> 4,225.455 50,705.460	<u>25.667</u> 4,309.917 51,719.005	<u>26.437</u> 4,439.213 53,270.555
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly <u>26.308</u>	<u>27.085</u>	<u>27.884</u>	<u>28.704</u>	<u>29.555</u>	<u>30.426</u>			<u>31.035</u>	<u>31.656</u>	<u>32.606</u>
						Monthly 4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033			5,211.294	5,315.570	5,475.091
						Annual 53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390			62,535.525	63,786.840	65,701.090
82		2	Ophthalmic Assistant	MHC	2015	Hourly <u>22.112</u>	<u>22.761</u>	<u>23.434</u>	<u>24.121</u>	<u>24.832</u>	<u>25.564</u>			<u>26.075</u>	<u>26.597</u>	<u>27.395</u>
						Monthly 3,712.973	3,821.951	3,934.959	4,050.318	4,169.707	4,292.622			4,378.427	4,466.080	4,600.077
						Annual 44,555.680	45,863.415	47,219.510	48,603.815	50,036.480	51,511.460			52,541.125	53,592.955	55,200.925
83		2	OR Attendant	VGH	2015	Hourly <u>23.957</u>	<u>24.663</u>	<u>25.388</u>	<u>26.135</u>	<u>26.908</u>	<u>27.702</u>			<u>28.256</u>	<u>28.821</u>	<u>29.686</u>
						Monthly 4,022.780	4,141.329	4,263.068	4,388.502	4,518.302	4,651.628			4,744.653	4,839.526	4,984.774
						Annual 48,273.355	49,695.945	51,156.820	52,662.025	54,219.620	55,819.530			56,935.840	58,074.315	59,817.290
84		2	Orientation Coordinator	Com	2015	Hourly <u>28.583</u>	<u>29.585</u>	<u>30.618</u>	<u>31.710</u>	<u>32.868</u>	<u>34.048</u>			<u>34.729</u>	<u>35.424</u>	<u>36.487</u>
						Monthly 4,799.562	4,967.815	5,141.273	5,324.638	5,519.085	5,717.227			5,831.578	5,948.280	6,126.775
						Annual 57,594.745	59,613.775	61,695.270	63,895.650	66,229.020	68,606.720			69,978.935	71,379.360	73,521.305
85		2	Outreach Worker	CRS	2015	Hourly <u>28.877</u>	<u>29.863</u>	<u>30.900</u>	<u>31.915</u>	<u>33.095</u>	<u>34.198</u>	<u>35.406</u>	<u>36.493</u>	<u>37.223</u>	<u>37.967</u>	<u>39.106</u>
						Monthly 4,848.930	5,014.495	5,188.625	5,359.060	5,557.202	5,742.414	5,945.258	6,127.783	6,250.362	6,375.292	6,566.549
						Annual 58,187.155	60,173.945	62,263.500	64,308.725	66,686.425	68,908.970	71,343.090	73,533.395	75,004.345	76,503.505	78,798.590
86		2	Outreach Worker	NCC	2015	Hourly <u>24.818</u>	<u>25.552</u>	<u>26.304</u>	<u>27.077</u>	<u>27.878</u>	<u>28.703</u>			<u>29.277</u>	<u>29.863</u>	<u>30.759</u>
						Monthly 4,167.356	4,290.607	4,416.880	4,546.680	4,681.181	4,819.712			4,916.096	5,014.495	5,164.949
						Annual 50,008.270	51,487.280	53,002.560	54,560.155	56,174.170	57,836.545			58,993.155	60,173.945	61,979.385
87		2	Outreach Worker	WHC	2080	Hourly <u>24.058</u>	<u>24.766</u>	<u>25.495</u>	<u>26.247</u>	<u>27.021</u>	<u>27.817</u>			<u>28.373</u>	<u>28.940</u>	<u>29.808</u>
						Monthly 4,170.053	4,292.773	4,419.133	4,549.480	4,683.640	4,821.613			4,917.987	5,016.267	5,166.720
						Annual 50,040.640	51,513.280	53,029.600	54,593.760	56,203.680	57,859.360			59,015.840	60,195.200	62,000.640
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly <u>22.512</u>	<u>23.172</u>	<u>23.851</u>	<u>24.553</u>	<u>25.275</u>	<u>26.019</u>			<u>26.539</u>	<u>27.070</u>	<u>27.882</u>
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
89		2	PACT Support Worker	Com	2080	Hourly <u>23.502</u>	<u>24.219</u>	<u>25.034</u>	<u>25.879</u>	<u>26.736</u>	<u>27.578</u>			<u>28.130</u>	<u>28.693</u>	<u>29.554</u>
						Monthly 4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187			4,875.867	4,973.453	5,122.693
						Annual 48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240			58,510.400	59,681.440	61,472.320
90		2	Peer Navigator	NWC	1950	Hourly <u>25.631</u>	<u>26.387</u>	<u>27.164</u>	<u>27.966</u>	<u>28.793</u>	<u>29.643</u>			<u>30.236</u>	<u>30.841</u>	<u>31.766</u>
						Monthly 4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988			4,913.350	5,011.663	5,161.975
						Annual 49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850			58,960.200	60,139.950	61,943.700
91		2	Peer Support Worker	KL	2080	Hourly <u>24.058</u>	<u>24.766</u>	<u>25.495</u>	<u>26.247</u>	<u>27.021</u>	<u>27.817</u>			<u>28.373</u>	<u>28.940</u>	<u>29.808</u>
						Monthly 4,170.053	4,292.773	4,419.133	4,549.480	4,683.640	4,821.613			4,917.987	5,016.267	5,166.720
						Annual 50,040.640	51,513.280	53,029.600	54,593.760	56,203.680	57,859.360			59,015.840	60,195.200	62,000.640
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly <u>23.614</u>	<u>24.306</u>	<u>25.019</u>	<u>25.756</u>	<u>26.514</u>	<u>27.295</u>			<u>27.841</u>	<u>28.398</u>	<u>29.250</u>
						Monthly 3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual 47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly <u>23.614</u>	<u>24.306</u>	<u>25.019</u>	<u>25.756</u>	<u>26.514</u>	<u>27.295</u>			<u>27.841</u>	<u>28.398</u>	<u>29.250</u>
						Monthly 3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual 47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
94		2	Porter / Orderly	VGH	2015	Hourly <u>21.820</u>	<u>22.462</u>	<u>23.122</u>	<u>23.801</u>	<u>24.503</u>	<u>25.225</u>			<u>25.730</u>	<u>26.245</u>	<u>27.032</u>
						Monthly 3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual 43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly <u>20.848</u>	<u>21.457</u>	<u>22.088</u>	<u>22.739</u>	<u>23.407</u>	<u>24.096</u>			<u>24.578</u>	<u>25.070</u>	<u>25.822</u>
						Monthly 3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual 42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
96		2	Porter-Rehabilitation	SBH	2015	Hourly <u>20.848</u>	<u>21.457</u>	<u>22.088</u>	<u>22.739</u>	<u>23.407</u>	<u>24.096</u>			<u>24.578</u>	<u>25.070</u>	<u>25.822</u>
						Monthly 3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual 42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly <u>22.553</u>	<u>23.094</u>	<u>23.635</u>	<u>24.167</u>	<u>24.711</u>	<u>25.248</u>			<u>25.753</u>	<u>26.268</u>	<u>27.056</u>
						Monthly 3,909.187	4,002.960	4,096.733	4,188.947	4,283.240	4,376.320			4,463.853	4,553.120	4,689.707
						Annual 46,910.240	48,035.520	49,160.800	50,267.360	51,398.880	52,515.840			53,566.240	54,637.440	56,276.480
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly <u>20.471</u>	<u>20.946</u>	<u>21.415</u>	<u>21.930</u>					<u>22.369</u>	<u>22.816</u>	<u>23.500</u>
						Monthly 3,548.307	3,630.640	3,711.933	3,801.200					3,877.293	3,954.773	4,073.333
						Annual 42,579.680	43,567.680	44,543.200	45,614.400					46,527.520	47,457.280	48,880.000
99		1	Recreation Coordinator	RPG	2015	Hourly <u>22.512</u>	<u>23.172</u>	<u>23.851</u>	<u>24.553</u>	<u>25.275</u>				<u>25.781</u>	<u>26.297</u>	<u>27.086</u>
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly <u>23.747</u>	<u>24.447</u>	<u>25.166</u>	<u>25.904</u>	<u>26.665</u>				<u>27.198</u>	<u>27.742</u>	<u>28.574</u>
						Monthly 3,987.517	4,105.059	4,225.791	4,349.713	4,477.498				4,566.998	4,658.344	4,798.051
						Annual 47,850.205	49,260.705	50,709.490	52,196.560	53,729.975				54,803.970	55,900.130	57,576.610

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
102		1	Recreation Facilitator	MHC	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
103		1	Recreation Facilitator	RPG	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
104		1	Recreation Facilitator	SEPCH	2015	Hourly 22.512 23.172 23.851 24.553 25.275						26.019		26.539 27.070 27.882		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094					4,369.024			4,456.340 4,545.504 4,681.853		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125					52,428.285			53,476.085 54,546.050 56,182.230		
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 17.516 18.026 18.550 19.093 19.651								20.044 20.445 21.058		
						Monthly 2,941.228 3,026.866 3,114.854 3,206.033 3,299.730								3,365.722 3,433.056 3,535.989		
						Annual 35,294.740 36,322.390 37,378.250 38,472.395 39,596.765								40,388.660 41,196.675 42,431.870		
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 24.267 24.783 25.527 26.665								27.198 27.742 28.574		
						Monthly 4,074.834 4,161.479 4,286.409 4,477.498								4,566.998 4,658.344 4,798.051		
						Annual 48,898.005 49,937.745 51,436.905 53,729.975								54,803.970 55,900.130 57,576.610		
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 23.746 24.447 25.164 25.904 26.665								27.198 27.742 28.574		
						Monthly 3,987.349 4,105.059 4,225.455 4,349.713 4,477.498								4,566.998 4,658.344 4,798.051		
						Annual 47,848.190 49,260.705 50,705.460 52,196.560 53,729.975								54,803.970 55,900.130 57,576.610		
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.248								21.673 22.106 22.769		
						Monthly 3,567.893								3,639.258 3,711.966 3,823.295		
						Annual 42,814.720								43,671.095 44,543.590 45,879.535		
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.924 20.506 21.107 21.724 22.360								22.807 23.263 23.961		
						Monthly 3,345.572 3,443.299 3,544.217 3,647.822 3,754.617								3,829.675 3,906.245 4,023.451		
						Annual 40,146.860 41,319.590 42,530.605 43,773.860 45,055.400								45,956.105 46,874.945 48,281.415		
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.924 20.506 21.107 21.724 22.360								22.807 23.263 23.961		
						Monthly 3,345.572 3,443.299 3,544.217 3,647.822 3,754.617								3,829.675 3,906.245 4,023.451		
						Annual 40,146.860 41,319.590 42,530.605 43,773.860 45,055.400								45,956.105 46,874.945 48,281.415		
115		1	Recreation Worker	DLC	2015	Hourly 27.587 28.721 29.825 30.956 32.157								32.800 33.456 34.460		
						Monthly 4,632.317 4,822.735 5,008.115 5,198.028 5,399.696								5,607.667 5,617.820 5,786.408		
						Annual 55,587.805 57,872.815 60,097.375 62,376.340 64,796.355								66,092.000 67,413.840 69,436.900		
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.512 23.172 23.851 24.553 25.275								25.781 26.297 27.086		
						Monthly 3,780.140 3,890.965 4,004.980 4,122.858 4,244.094								4,329.060 4,415.705 4,548.191		
						Annual 45,361.680 46,691.580 48,059.765 49,474.295 50,929.125								51,948.715 52,988.455 54,578.290		
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.614 24.306 25.019 25.756 26.514					27.295			27.841 28.398 29.250		
						Monthly 3,965.184 4,081.383 4,201.107 4,324.862 4,452.143				4,583.285				4,674.968 4,768.498 4,911.563		
						Annual 47,582.210 48,976.590 50,413.285 51,898.340 53,425.710				54,999.425				56,099.615 57,221.970 58,938.750		
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.614 24.306 25.019 25.756 26.514					27.295			27.841 28.398 29.250		
						Monthly 4,093.093 4,213.040 4,336.627 4,464.373 4,595.760				4,731.133				4,825.773 4,922.320 5,070.000		
						Annual 49,117.120 50,556.480 52,039.520 53,572.480 55,149.120				56,773.600				57,909.280 59,067.840 60,840.000		
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.614 24.306 25.019 25.756 26.514					27.295			27.841 28.398 29.250		
						Monthly 3,965.184 4,081.383 4,201.107 4,324.862 4,452.143				4,583.285				4,674.968 4,768.498 4,911.563		
						Annual 47,582.210 48,976.590 50,413.285 51,898.340 53,425.710				54,999.425				56,099.615 57,221.970 58,938.750		
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.614 24.306 25.019 25.756 26.514					27.295			27.841 28.398 29.250		
						Monthly 3,965.184 4,081.383 4,201.107 4,324.862 4,452.143				4,583.285				4,674.968 4,768.498 4,911.563		
						Annual 47,582.210 48,976.590 50,413.285 51,898.340 53,425.710				54,999.425				56,099.615 57,221.970 58,938.750		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,837.275	3,949.725	4,065.588	4,185.350	4,308.525	4,435.438			4,524.163	4,614.675	4,753.125
						Annual	46,047.300	47,396.700	48,787.050	50,224.200	51,702.300	53,225.250			54,289.950	55,376.100	57,037.500
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
128		2	Resident Aide	GH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969		26.488	27.018	27.829
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698	4,360.628		4,447.777	4,536.773	4,672.953
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535		53,373.320	54,441.270	56,075.435
129		1	Residential Care Worker	Com	2080	Hourly	20.493	21.145	21.798	22.494	23.237	23.979	24.733		25.228	25.733	26.505
						Monthly	3,552.120	3,665.133	3,778.320	3,898.960	4,027.747	4,156.360	4,287.053		4,372.853	4,460.387	4,594.200
						Annual	42,625.440	43,981.600	45,339.840	46,787.520	48,332.960	49,876.320	51,444.640		52,474.240	53,524.640	55,130.400
130		2	Skill Development Worker	NWC	1950	Hourly	17.757	19.017	20.275	21.537					21.968	22.407	23.079
						Monthly	2,885.513	3,090.263	3,294.688	3,499.763					3,569.800	3,641.138	3,750.338
						Annual	34,626.150	37,083.150	39,536.250	41,997.150					42,837.600	43,693.650	45,004.050
131		2	Support Worker	NWC	1950	Hourly	23.560	24.077	24.605	25.088	25.664				26.177	26.701	27.502
						Monthly	3,828.500	3,912.513	3,998.313	4,076.800	4,170.400				4,253.763	4,338.913	4,469.075
						Annual	45,942.000	46,950.150	47,979.750	48,921.600	50,044.800				51,045.150	52,066.950	53,628.900
132		2	Systems Navigation Support Worker	Com	2015	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554
						Monthly	3,946.378	4,066.774	4,203.626	4,345.515	4,489.420	4,630.806			4,723.496	4,818.033	4,962.609
						Annual	47,356.530	48,801.285	50,443.510	52,146.185	53,873.040	55,569.670			56,681.950	57,816.395	59,551.310
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly	22.165	22.813	23.483	24.171	24.884				25.382	25.890	26.667
						Monthly	3,721.873	3,830.683	3,943.187	4,058.714	4,178.438				4,262.061	4,347.363	4,477.834
						Annual	44,662.475	45,968.195	47,318.245	48,704.565	50,141.260				51,144.730	52,168.350	53,734.005
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly	27.587	28.721	29.825	30.956	32.157				32.800	33.456	34.460
						Monthly	4,632.317	4,822.735	5,008.115	5,198.028	5,399.696				5,507.667	5,617.820	5,786.408
						Annual	55,587.805	57,872.815	60,097.375	62,376.340	64,796.355				66,092.000	67,413.840	69,436.900
135		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
136		2	Transport Assistant	SOGH	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096			24.578	25.070	25.822
						Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1			Activity Aide (Uncertified)	HF	2015	Hourly 20.522 21.121 21.740 22.376 23.031								23.491 23.961 24.680		
						Monthly 3,445.986 3,546.568 3,650.508 3,757.303 3,867.289								3,944.530 4,023.451 4,144.183		
						Annual 41,351.830 42,558.815 43,806.100 45,087.640 46,407.465								47,334.365 48,281.415 49,730.200		
2			Activity Aide 1 (Trained)	HF	2015	Hourly 23.187 23.867 24.567 25.290 26.033								26.554 27.086 27.899		
						Monthly 3,893.484 4,007.667 4,125.209 4,246.613 4,371.375								4,458.859 4,548.191 4,684.707		
						Annual 46,721.805 48,092.005 49,502.505 50,959.350 52,456.495								53,506.310 54,578.290 56,216.485		
3	1		Activity Worker	CHL (Northern Scale)	2080	Hourly 21.522 22.152 22.801 23.469 24.157								24.640 25.132 25.886		
						Monthly 3,730.480 3,839.680 3,952.173 4,067.960 4,187.213								4,270.933 4,356.213 4,486.907		
						Annual 44,765.760 46,076.160 47,426.080 48,815.520 50,246.560								51,251.200 52,274.560 53,842.880		
4			Activity Worker (Certified)	FDL	2015	Hourly 23.187 23.867 24.567 25.290 26.033								26.554 27.086 27.899		
						Monthly 3,893.484 4,007.667 4,125.209 4,246.613 4,371.375								4,458.859 4,548.191 4,684.707		
						Annual 46,721.805 48,092.005 49,502.505 50,959.350 52,456.495								53,506.310 54,578.290 56,216.485		
5			Activity Worker (Uncertified)	FDL	2015	Hourly 20.522 21.121 21.740 22.376 23.031								23.491 23.961 24.680		
						Monthly 3,445.986 3,546.568 3,650.508 3,757.303 3,867.289								3,944.530 4,023.451 4,144.183		
						Annual 41,351.830 42,558.815 43,806.100 45,087.640 46,407.465								47,334.365 48,281.415 49,730.200		
6			Adult Day Centre Attendant	RHC	2015	Hourly 23.187 23.867 24.567 25.290 26.033								26.554 27.086 27.899		
						Monthly 3,893.484 4,007.667 4,125.209 4,246.613 4,371.375								4,458.859 4,548.191 4,684.707		
						Annual 46,721.805 48,092.005 49,502.505 50,959.350 52,456.495								53,506.310 54,578.290 56,216.485		
7			Adult Day Centre Coordinator	RHC	2015	Hourly 35.194 36.233 37.307 38.409 39.547								40.338 41.144 42.378		
						Monthly 5,909.659 6,084.125 6,264.467 6,449.511 6,640.600								6,773.423 6,908.763 7,115.973		
						Annual 70,915.910 73,009.495 75,173.605 77,394.135 79,687.205								81,281.070 82,905.160 85,391.670		
8	23-13CERT		Aide	MHC	2015	Hourly 23.187 23.867 24.567 25.290 26.033					26.800			27.335 27.882 28.718		
						Monthly 3,893.484 4,007.667 4,125.209 4,246.613 4,371.375					4,500.167			4,590.002 4,681.853 4,822.231		
						Annual 46,721.805 48,092.005 49,502.505 50,959.350 52,456.495					54,002.000			55,080.025 56,182.230 57,866.770		
9	23-DUAL		Aide - Clerk	GH	2015	Hourly 23.577 24.271 24.984 25.718 26.477						28.062		28.624 29.196 30.072		
						Monthly 3,958.971 4,075.505 4,195.230 4,318.481 4,445.930					4,577.073	4,712.078		4,806.447 4,902.495 5,049.590		
						Annual 47,507.655 48,906.065 50,342.760 51,821.770 53,351.155					54,924.870	56,544.930		57,677.360 58,829.940 60,595.080		
10			Bright Start Programmer	NWC	1950	Hourly 26.400 27.179 27.979 28.805 29.657								31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
11			Camp Leader	SOGH	2080	Hourly 17.775 17.775 17.775								18.130 18.493 19.048		
						Monthly 3,081.000 3,081.000								3,142.533 3,205.453 3,301.653		
						Annual 36,972.000 36,972.000								37,710.400 38,465.440 39,619.840		
12			Child Minder	WHC	2080	Hourly 17.775 17.775 17.775 17.775 17.775					17.832			18.189 18.552 19.109		
						Monthly 3,081.000 3,081.000 3,081.000 3,081.000 3,081.000					3,090.880			3,152.760 3,215.680 3,312.227		
						Annual 36,972.000 36,972.000 36,972.000 36,972.000 36,972.000					37,090.560			37,833.120 38,588.160 39,746.720		
13			Community Action & Engagement Programmer	NWC	1950	Hourly 26.400 27.179 27.979 28.805 29.657						30.532		31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
14			Community Chef	NWC	1950	Hourly 26.400 27.179 27.979 28.805 29.657						30.532		31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
15			Community Development Programmer	NWC	1950	Hourly 26.400 27.179 27.979 28.805 29.657						30.532		31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
16			Community Health Worker	Com	2015	Hourly 24.662 25.038 25.411 25.785 26.172						26.547		27.078 27.619 28.448		
						Monthly 4,141.161 4,204.298 4,266.930 4,329.731 4,394.715					4,457.684			4,546.848 4,637.690 4,776.893		
						Annual 49,693.930 50,451.570 51,203.165 51,956.775 52,736.580					53,492.205			54,562.170 55,652.285 57,322.720		
17			Community Outreach Worker	MCC	1950	Hourly 26.400 27.179 27.979 28.805 29.657						30.532		31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
18			Community Services Coordinator	Com	2015	Hourly 29.743 30.759 31.827 32.872 34.088						35.224	36.468 37.588	38.340 39.106 40.279		
						Monthly 4,994.345 5,164.949 5,344.284 5,519.757 5,723.943					5,914.697	6,123.585 6,311.652		6,437.925 6,566.549 6,763.515		
						Annual 59,932.145 61,979.385 64,131.405 66,237.080 68,687.320					70,976.360	73,483.020 75,739.820		77,255.100 78,798.590 81,162.185		
19			Cooking and Food Skills Programmer	NWC	1950	Hourly 26.400 27.179 27.979 28.805 29.657						30.532		31.143 31.766 32.719		
						Monthly 4,290.000 4,416.588 4,546.588 4,680.813 4,819.263					4,961.450			5,060.738 5,161.975 5,316.838		
						Annual 51,480.000 52,999.050 54,559.050 56,169.750 57,831.150					59,537.400			60,728.850 61,943.700 63,802.050		
20			Cultural Support Worker	NCC	2015	Hourly 25.563 26.319 27.093 27.889 28.714						29.564		30.155 30.759 31.682		
						Monthly 4,292.454 4,419.399 4,549.366 4,683.028 4,821.559					4,964.288			5,063.527 5,164.949 5,319.936		
						Annual 51,509.445 53,032.785 54,592.395 56,196.335 57,858.710					59,571.460			60,762.325 61,979.385 63,839.230		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly 27.783 Monthly 4,665.229 Annual 55,982.745	28.160 4,728.533 56,742.400	28.535 4,791.502 57,498.025	28.912 4,854.807 58,257.680	29.288 4,917.943 59,015.320	29.664 4,981.080 59,772.960			30.257 5,080.655 60,967.855	30.863 5,182.412 62,188.945	31.789 5,337.903 64,054.835
22			Day Program Worker	HF	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
23			Diagnostic Imaging Assistant	VGH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
24			Diagnostic Imaging Assistant	MHC	2015	Hourly 22.482 Monthly 3,775.103 Annual 45,301.230	22.862 3,838.911 46,066.930	23.221 3,899.193 46,790.315	23.831 4,001.622 48,019.465	24.745 4,155.098 49,861.175				25.239 4,238.049 50,856.585	25.744 4,322.847 51,874.160	26.516 4,452.478 53,429.740
25			Dialysis Aide	SOGH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
26	23-50	1	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 25.215 Monthly 4,234.019 Annual 50,808.225	25.765 4,326.373 51,916.475	26.270 4,411.171 52,934.050	26.789 4,498.320 53,979.835	27.315 4,586.644 55,039.725				27.860 4,678.158 56,137.900	28.418 4,771.856 57,262.270	29.271 4,915.089 58,981.065
27			Financial Empowerment Programmer	NWC	1950	Hourly 26.400 Monthly 4,290.000 Annual 51,480.000	27.179 4,416.588 52,999.050	27.979 4,546.588 54,559.050	28.805 4,680.813 56,169.750	29.657 4,819.263 57,831.150	30.532 4,961.450 59,537.400			31.143 5,060.738 60,728.850	31.766 5,161.975 61,943.700	32.719 5,316.838 63,802.050
28			Garden and Food Skills Programmer	NWC	1950	Hourly 26.400 Monthly 4,290.000 Annual 51,480.000	27.179 4,416.588 52,999.050	27.979 4,546.588 54,559.050	28.805 4,680.813 56,169.750	29.657 4,819.263 57,831.150	30.532 4,961.450 59,537.400			31.143 5,060.738 60,728.850	31.766 5,161.975 61,943.700	32.719 5,316.838 63,802.050
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
30	23-13CERT		Health Care Aide	CRS	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
34	23-13CERT		Health Care Aide	PAC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
35	23-13CERT		Health Care Aide	DLC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
36	23-13CERT		Health Care Aide	RHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
37	23-13CERT		Health Care Aide	RPG	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
38	23-13CERT		Health Care Aide	MH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
39	23-13CERT		Health Care Aide	DM	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly 23.187 Monthly 3,767.888 Annual 45,214.650	23.867 3,878.388 46,540.650	24.567 3,992.138 47,905.650	25.290 4,109.625 49,315.500	26.033 4,230.363 50,764.350	26.800 4,355.000 52,260.000			27.335 4,441.938 53,303.250	27.882 4,530.825 54,369.900	28.718 4,666.675 56,000.100
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly 23.187 Monthly 3,767.888 Annual 45,214.650	23.867 3,878.388 46,540.650	24.567 3,992.138 47,905.650	25.290 4,109.625 49,315.500	26.033 4,230.363 50,764.350	26.800 4,355.000 52,260.000			27.335 4,441.938 53,303.250	27.882 4,530.825 54,369.900	28.718 4,666.675 56,000.100
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
49	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly 21.885 Monthly 3,556.313 Annual 42,675.750								22.323 3,627.488 43,529.850	22.769 3,699.963 44,399.550	23.452 3,810.950 45,731.400
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
52	23-13CERT	1	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly 24.322 Monthly 4,215.813 Annual 50,589.760	25.035 4,339.400 52,072.800	25.769 4,466.627 53,599.520	26.529 4,598.360 55,180.320	27.309 4,733.560 56,802.720	28.113 4,872.920 58,475.040			28.675 4,970.333 59,644.000	29.249 5,069.827 60,837.920	30.126 5,221.840 62,662.080
53	23-13UNCERT	1	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly 22.954 Monthly 3,978.693 Annual 47,744.320								23.413 4,058.253 48,699.040	23.882 4,139.547 49,674.560	24.598 4,263.653 51,163.840
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly 21.885 Monthly 3,793.400 Annual 45,520.800								22.323 3,869.320 46,431.840	22.769 3,946.627 47,359.520	23.452 4,065.013 48,780.160
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly 21.885 Monthly 3,793.400 Annual 45,520.800								22.323 3,869.320 46,431.840	22.769 3,946.627 47,359.520	23.452 4,065.013 48,780.160
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly 23.187 Monthly 4,019.080 Annual 48,228.960	23.867 4,136.947 49,643.360	24.567 4,258.280 51,099.360	25.290 4,383.600 52,603.200	26.033 4,512.387 54,148.640	26.800 4,645.333 55,744.000			27.335 4,738.067 56,856.800	27.882 4,832.880 57,994.560	28.718 4,977.787 59,733.440
58	23-50		Home Visitor 2	Com	2015	Hourly 24.039 Monthly 4,036.549 Annual 48,438.585	24.563 4,124.537 49,494.445	25.043 4,205.137 50,461.645	25.538 4,288.256 51,459.070	26.038 4,372.214 52,466.570			26.560 4,459.867 53,518.400	27.091 4,549.030 54,588.365	27.904 4,685.547 56,226.560	
59			Indigenous Cultural Support Worker	KL	2080	Hourly 24.780 Monthly 4,295.200 Annual 51,542.400	25.509 4,421.560 53,058.720	26.260 4,551.733 54,620.800	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160			29.224 5,065.493 60,785.920	29.808 5,166.720 62,000.640	30.702 5,321.680 63,860.160
60			InSight Mentor	NWC	1950	Hourly 28.623 Monthly 4,651.238 Annual 55,814.850	29.268 4,756.050 57,072.600	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100					31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48		Integrated Support Worker	Com	2080	Hourly 23.868 Monthly 4,137.120 Annual 49,645.440	24.568 4,258.453 51,101.440	25.289 4,383.427 52,601.120	26.032 4,512.213 54,146.560	26.800 4,645.333 55,744.000	27.588 4,781.920 57,383.040			28.140 4,877.600 58,531.200	28.702 4,975.013 59,700.160	29.563 5,124.253 61,491.040
62		IOT Outreach Mentor	NWC		1950	Hourly 28.623 Monthly 4,651.238 Annual 55,814.850	29.268 4,756.050 57,072.600	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100					31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700
63		Kids Corner Assistant	SOGH		1950	Hourly 17.775 Monthly 2,888.438 Annual 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250				18.130 2,946.125 35,353.500	18.493 3,005.113 36,061.350	19.048 3,095.300 37,143.600
64		Lifeguard	SOGH		2015	Hourly 17.775 Monthly 2,984.719 Annual 35,816.625	17.775 2,984.719 35,816.625	18.218 3,059.106 36,709.270	19.104 3,207.880 38,494.560	19.493 3,273.200 39,278.395				19.883 3,338.687 40,064.245	20.281 3,405.518 40,866.215	20.889 3,507.611 42,091.335
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly 21.399 Monthly 3,709.160 Annual 44,509.920	21.983 3,810.387 45,724.640	22.590 3,915.600 46,987.200	23.187 4,019.080 48,228.960	23.796 4,124.640 49,495.680				24.272 4,207.147 50,485.560	24.757 4,291.213 51,494.560	25.500 4,420.000 53,040.000
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly 24.039 Monthly 4,166.760 Annual 50,001.120	24.563 4,257.587 51,091.040	25.043 4,340.787 52,089.440	25.538 4,426.587 53,119.040	26.038 4,513.253 54,159.040				26.560 4,603.733 55,244.800	27.091 4,695.773 56,349.280	27.904 4,836.693 58,040.320
67		Mental Health Support Worker	CRS		2015	Hourly 24.207 Monthly 4,064.759 Annual 48,777.105	24.946 4,188.849 50,266.190	25.785 4,329.731 51,956.775	26.655 4,475.819 53,709.825	27.538 4,624.089 55,489.070	28.405 4,769.673 57,236.075			28.974 4,865.218 58,382.610	29.554 4,962.609 59,551.310	30.441 5,111.551 61,338.615
68		Mental Health Support Worker	Com		2080	Hourly 24.207 Monthly 4,195.880 Annual 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400			28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280
69		Nurses Aide (Uncertified)	MM		2015	Hourly 18.041 Monthly 3,029.385 Annual 36,352.615	18.567 3,117.709 37,412.505	19.107 3,208.384 38,500.605	19.666 3,302.249 39,626.990	20.241 3,398.801 40,785.615				20.645 3,466.640 41,599.675	21.058 3,535.989 42,431.870	21.690 3,642.113 43,705.350
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
75		Occupational Therapy Assistant	Com		2015	Hourly 21.991 Monthly 3,692.655 Annual 44,311.865	22.631 3,800.122 45,601.465	23.300 3,912.458 46,949.500	23.981 4,026.810 48,321.715	24.687 4,145.359 49,744.305	25.411 4,266.930 51,203.165			25.919 4,352.232 52,226.785	26.437 4,439.213 53,270.555	27.230 4,572.371 54,868.450
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085		31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
82			Ophthalmic Assistant	MHC	2015	Hourly Monthly Annual	22.775 3,824.302 45,891.625	23.444 3,936.638 47,239.660	24.137 4,053.005 48,636.055	24.845 4,171.890 50,062.675	25.577 4,294.805 51,537.655	26.331 4,421.414 53,056.965		26.857 4,509.738 54,116.855	27.395 4,600.077 55,200.925	28.217 4,738.105 56,857.255	
83			OR Attendant	VGH	2015	Hourly Monthly Annual	24.676 4,143.512 49,722.140	25.403 4,265.587 51,187.045	26.150 4,391.021 52,692.250	26.919 4,520.149 54,241.785	27.715 4,653.810 55,845.725	28.533 4,791.166 57,493.995		29.104 4,887.047 58,644.560	29.686 4,984.774 59,817.290	30.577 5,134.388 61,612.655	
84			Orientation Coordinator	Com	2015	Hourly Monthly Annual	29.440 4,943.467 59,321.600	30.473 5,116.925 61,403.095	31.537 5,295.588 63,547.055	32.661 5,484.326 65,811.915	33.854 5,684.651 68,215.810	35.069 5,888.670 70,664.035		35.771 6,006.547 72,078.565	36.487 6,126.775 73,521.305	37.582 6,310.644 75,727.730	
85			Outreach Worker	CRS	2015	Hourly Monthly Annual	29.743 4,994.345 59,932.145	30.759 5,164.949 61,979.385	31.827 5,344.284 64,131.405	32.872 5,519.757 66,237.080	34.088 5,723.943 68,687.320	35.224 5,914.697 70,976.360	36.468 6,123.585 73,483.020	37.588 6,311.652 75,739.820	38.340 6,437.925 77,255.100	39.106 6,566.549 78,798.590	40.279 6,763.515 81,162.185
86			Outreach Worker	NCC	2015	Hourly Monthly Annual	25.563 4,292.454 51,509.445	26.319 4,419.399 53,032.785	27.093 4,549.366 54,592.395	27.889 4,683.028 56,196.335	28.714 4,821.559 57,858.710	29.564 4,964.288 59,571.460		30.155 5,063.527 60,762.325	30.759 5,164.949 61,979.385	31.682 5,319.936 63,839.230	
87			Outreach Worker	WHC	2080	Hourly Monthly Annual	24.780 4,295.200 51,542.400	25.509 4,421.560 53,058.720	26.260 4,551.733 54,620.800	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160		29.224 5,065.493 60,785.920	29.808 5,166.720 62,000.640	30.702 5,321.680 63,860.160	
88	23-13CERT		P.C.A. - Trained	BPCH	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000		27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770	
89			PACT Support Worker	Com	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400		28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
90			Peer Navigator	NWC	1950	Hourly Monthly Annual	26.400 4,290.000 51,480.000	27.179 4,416.588 52,999.050	27.979 4,546.588 54,559.050	28.805 4,680.813 56,169.750	29.657 4,819.263 57,831.150	30.532 4,961.450 59,537.400		31.143 5,060.738 60,728.850	31.766 5,161.975 61,943.700	32.719 5,316.838 63,802.050	
91			Peer Support Worker	KL	2080	Hourly Monthly Annual	24.780 4,295.200 51,542.400	25.509 4,421.560 53,058.720	26.260 4,551.733 54,620.800	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160		29.224 5,065.493 60,785.920	29.808 5,166.720 62,000.640	30.702 5,321.680 63,860.160	
92	23-47CERT		Physiotherapy - Rehab Aide	CH	2015	Hourly Monthly Annual	24.322 4,084.069 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710		28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920	
93	23-47CERT		Physiotherapy Assistant	DLC	2015	Hourly Monthly Annual	24.322 4,084.069 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710		28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920	
94			Porter / Orderly	VGH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
95			Porter-Diagnostic Imaging	SBH	2015	Hourly Monthly Annual	21.473 3,605.675 43,268.095	22.101 3,711.126 44,533.515	22.751 3,820.272 45,843.265	23.421 3,932.776 47,193.315	24.109 4,048.303 48,579.635	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
96			Porter-Rehabilitation	SBH	2015	Hourly Monthly Annual	21.473 3,605.675 43,268.095	22.101 3,711.126 44,533.515	22.751 3,820.272 45,843.265	23.421 3,932.776 47,193.315	24.109 4,048.303 48,579.635	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
97	1		Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly Monthly Annual	23.230 4,026.533 48,318.400	23.787 4,123.080 49,476.960	24.344 4,219.627 50,635.520	24.892 4,314.613 51,775.360	25.452 4,411.680 52,940.160	26.005 4,507.533 54,090.400		26.526 4,597.840 55,174.080	27.056 4,689.707 56,276.480	27.868 4,830.453 57,965.440	
98	1		Receiving Home Parent	CHL (Northern Scale)	2080	Hourly Monthly Annual	21.085 3,654.733 43,856.800	21.574 3,739.493 44,873.920	22.057 3,823.213 45,878.560	22.588 3,915.253 46,983.040				23.040 3,993.600 47,923.200	23.500 4,073.333 48,880.000	24.205 4,195.533 50,346.400	
99			Recreation Coordinator	RPG	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495			26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485	
100			Recreation Coordinator	SEPCH, LPCH	2015	Hourly Monthly Annual	24.459 4,107.074 49,284.885	25.180 4,228.142 50,737.700	25.921 4,352.568 52,230.815	26.681 4,480.185 53,762.215	27.465 4,611.831 55,341.975			28.014 4,704.018 56,448.210	28.574 4,798.051 57,576.610	29.431 4,941.955 59,303.465	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101			Recreation Facilitator	MH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
102			Recreation Facilitator	MHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
103			Recreation Facilitator	RPG	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
104			Recreation Facilitator	SEPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
105			Recreation Facilitator (Uncertified)	MM	2015	Hourly 18.041 Monthly 3,029.385 Annual 36,352.615	18.567 3,117.709 37,412.505	19.107 3,208.384 38,500.605	19.666 3,302.249 39,626.990	20.241 3,398.801 40,785.615				20.645 3,466.640 41,599.650	21.058 3,535.989 42,431.870	21.690 3,642.113 43,705.350
106			Recreation Facilitator - PIO	MHC	2015	Hourly 24.995 Monthly 4,197.077 Annual 50,364.925	25.526 4,286.241 51,434.890	26.293 4,415.033 52,980.395	27.465 4,611.831 55,341.975					28.014 4,704.018 56,448.210	28.574 4,798.051 57,576.610	29.431 4,941.955 59,303.465
107			Recreation Facilitator - Trained	MM	2015	Hourly 24.458 Monthly 4,106.906 Annual 49,282.870	25.180 4,228.142 50,737.700	25.919 4,352.232 52,226.785	26.681 4,480.185 53,762.215	27.465 4,611.831 55,341.975				28.014 4,704.018 56,448.210	28.574 4,798.051 57,576.610	29.431 4,941.955 59,303.465
108			Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
115			Recreation Worker	DLC	2015	Hourly 28.415 Monthly 4,771.352 Annual 57,256.225	29.583 4,967.479 59,609.745	30.720 5,158.400 61,900.800	31.885 5,354.023 64,248.275	33.122 5,561.736 66,740.830				33.784 5,672.897 68,074.760	34.460 5,786.408 69,436.900	35.494 5,960.034 71,520.410
116			Recreation Worker (Certified)	ASJ	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
117	23-47CERT	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
118	23-47CERT	Rehab Assistant	Com		2080	Hourly 24.322 Monthly 4,215.813 Annual 50,589.760	25.035 4,339.400 52,072.800	25.770 4,466.800 53,601.600	26.529 4,598.360 55,180.320	27.309 4,733.560 58,027.200	28.114 4,873.093 58,477.120			28.676 4,970.507 59,646.080	29.250 5,070.000 60,840.000	30.128 5,222.187 62,666.240
119	23-47CERT	Rehabilitation Assistant	SBH		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
120	23-47CERT	Rehabilitation Assistant	VGH		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
122	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
123	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
124	23-47CERT		Rehabilitation Assistant	GH	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
125	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 3,952.325 4,068.188 4,187.625 4,310.963 4,437.713 4,568.525 Annual 47,427.900 48,818.250 50,251.500 51,731.550 53,252.550 54,822.300								28.676 29.250 30.128 4,659.850 4,753.125 4,895.800 55,918.200 57,037.500 58,749.600		
126	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
127	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly 24.322 25.035 25.770 26.529 27.309 28.114 Monthly 4,084.069 4,203.794 4,327.213 4,454.661 4,585.636 4,720.809 Annual 49,008.830 50,445.525 51,926.550 53,455.935 55,027.635 56,649.710								28.676 29.250 30.128 4,815.178 4,911.563 5,058.993 57,782.140 58,938.750 60,707.920		
128		Resident Aide		GH	2015	Hourly 22.475 23.136 23.816 24.515 25.238 25.982 Monthly 3,773.927 3,884.920 3,999.103 4,116.477 4,237.881 4,362.811 Annual 45,287.125 46,619.040 47,989.240 49,397.725 50,854.570 52,353.730						26.748 4,491.435		27.283 27.829 28.664 4,581.270 4,672.953 4,813.163 54,975.245 56,075.435 57,757.960		
129		Residential Care Worker		Com	2080	Hourly 21.108 21.779 22.452 23.169 23.934 24.698 Monthly 3,658.720 3,775.027 3,891.680 4,015.960 4,148.560 4,280.987 Annual 43,904.640 45,300.320 46,700.160 48,191.520 49,782.720 51,371.840						25.475 4,415.667		25.985 26.505 27.300 4,504.067 4,594.200 4,732.000 54,048.800 55,130.400 56,784.000		
130		Skill Development Worker		NWC	1950	Hourly 18.290 19.588 20.883 22.183 Monthly 2,972.125 3,183.050 3,393.488 3,604.738 Annual 35,665.500 38,196.600 40,721.850 43,256.850								22.627 23.079 23.771 3,676.888 3,750.338 3,862.788 44,122.650 45,004.050 46,353.450		
131		Support Worker		NWC	1950	Hourly 24.267 24.799 25.343 25.841 26.434 Monthly 3,943.388 4,029.838 4,118.238 4,199.163 4,295.525 Annual 47,320.650 48,358.050 49,418.850 50,389.950 51,546.300								26.962 27.502 28.327 4,381.325 4,469.075 4,603.138 52,575.900 53,628.900 55,237.650		
132		Systems Navigation Support Worker		Com	2015	Hourly 24.207 24.946 25.785 26.655 27.538 Monthly 4,064.759 4,188.849 4,329.731 4,475.819 4,624.089 Annual 48,777.105 50,266.190 51,956.775 53,709.825 55,489.070						28.405 4,769.673		28.974 29.554 30.441 4,865.218 4,962.609 5,111.551 58,382.610 59,551.310 61,338.615		
133		Therapeutic Recreation (Certified)		DM	2015	Hourly 22.830 23.497 24.187 24.896 25.631 Monthly 3,833.538 3,945.538 4,061.400 4,180.453 4,303.872 Annual 46,002.450 47,346.455 48,736.805 50,165.440 51,646.465								26.143 26.667 27.467 4,389.845 4,477.834 4,612.167 52,678.145 53,734.005 55,346.005		
134		Therapeutic Recreation Facilitator		RHC	2015	Hourly 28.415 29.583 30.720 31.885 33.122 Monthly 4,771.352 4,967.479 5,158.400 5,354.023 5,561.736 Annual 57,256.225 59,609.745 61,900.800 64,248.275 66,740.830								33.784 34.460 35.494 5,672.897 5,786.408 5,960.034 68,074.760 69,436.900 71,520.410		
135		Therapeutic Recreation Facilitator		SCPCH	2015	Hourly 23.187 23.867 24.567 25.290 26.033 Monthly 3,893.484 4,007.667 4,125.209 4,246.613 4,371.375 Annual 46,721.805 48,092.005 49,502.505 50,959.350 52,456.495								26.554 27.086 27.899 4,458.859 4,548.191 4,684.707 53,506.310 54,578.290 56,216.485		
136		Transport Assistant		SOGH	2015	Hourly 21.474 22.102 22.751 23.421 24.109 Monthly 3,605.843 3,711.294 3,820.272 3,932.776 4,048.303 Annual 43,270.110 44,535.530 45,843.265 47,193.315 48,579.635					24.819 50,010.285			25.315 25.822 26.597 4,250.810 4,335.944 4,466.080 51,009.725 52,031.330 53,592.955		
137	23-DUAL		Unit Assistant	CH	2015	Hourly 23.577 24.271 24.984 25.718 26.477 Monthly 3,958.971 4,075.505 4,195.230 4,318.481 4,445.930 Annual 47,507.655 48,906.065 50,342.760 51,821.770 53,351.155					27.258 54,924.870	28.062 56,544.930		28.624 29.196 30.072 4,806.447 4,902.495 5,049.590 57,677.360 58,829.940 60,595.080		

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	21.022 3,529.944 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965			24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240			
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	22.022 3,817.147 45,805.760	22.652 3,926.347 47,116.160	23.301 4,038.840 48,466.080	23.969 4,154.627 49,855.520	24.657 4,273.880 51,286.560			25.150 4,359.333 52,312.000	25.653 4,446.520 53,358.240	26.423 4,579.987 54,959.840			
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	21.022 3,529.944 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965			24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240			
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	35.694 5,993.618 71,923.410	36.733 6,168.083 74,016.995	37.807 6,348.425 76,181.105	38.909 6,533.470 78,401.635	40.047 6,724.559 80,694.705			40.848 6,859.060 82,308.720	41.665 6,996.248 83,954.975	42.915 7,206.144 86,473.725			
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825		
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680			29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000							18.590 3,222.267 38,667.200	19.962 3,286.747 39,440.960	19.531 3,385.373 40,624.480		
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.282 3,168.880 38,026.560			18.648 3,232.320 38,787.840	19.021 3,296.973 39,563.680	19.592 3,395.947 40,751.360		
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	25.112 4,216.723 50,600.680	25.488 4,279.860 51,358.320	25.861 4,342.493 52,109.915	26.235 4,405.294 52,863.525	26.622 4,470.278 53,643.330	26.997 4,533.246 54,398.955			27.537 4,623.921 55,487.055	28.088 4,716.443 56,597.320	28.931 4,857.997 58,295.965		
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	30.193 5,069.908 60,838.895	31.209 5,240.511 62,886.135	32.277 5,419.846 65,038.155	33.322 5,595.319 67,143.830	34.538 5,799.506 69,594.070	35.674 5,990.259 71,883.110	36.918 6,199.148 74,389.770	38.038 6,387.214 76,646.570			38.799 6,514.999 78,179.985	39.575 6,645.302 79,743.625	40.762 6,844.619 82,135.430
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	26.013 4,368.016 52,416.195	26.769 4,494.961 53,939.535	27.543 4,624.929 55,499.145	28.339 4,758.590 57,103.085	29.164 4,897.122 58,765.460	30.014 5,039.851 60,478.210			30.614 5,140.601 61,687.210	31.226 5,243.366 62,920.390	32.163 5,400.704 64,808.445		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly Monthly Annual	28.233 4,740.791 56,889.495	28.610 4,804.096 57,649.150	28.985 4,867.065 58,404.775	29.362 4,930.369 59,164.430	29.738 4,993.506 59,922.070	30.114 5,056.643 60,679.710		30.716 5,157.728 61,892.740	31.330 5,260.829 63,129.950	32.270 5,418.671 65,024.050
22		1	Day Program Worker	HF	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly Monthly Annual	22.932 3,850.665 46,207.980	23.312 3,914.473 46,973.680	23.671 3,974.755 47,697.065	24.281 4,077.185 48,926.215	25.195 4,230.660 50,767.925		25.699 4,315.290 51,783.485	26.213 4,401.600 52,819.195	26.999 4,533.582 54,402.985	
25		2	Dialysis Aide	SOGH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly Monthly Annual	25.715 4,317.977 51,815.725	26.265 4,410.331 52,923.975	26.770 4,495.129 53,941.550	27.289 4,582.278 54,987.335	27.815 4,670.602 56,047.225		28.371 4,763.964 57,167.565	28.938 4,859.173 58,310.070	29.806 5,004.924 60,059.090	
27		2	Financial Empowerment Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900		31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900		31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly Monthly Annual	22.385 3,758.815 45,105.775							22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly 23.687 Monthly 3,849.138 Annual 46,189.650	24.367 3,959.638 47,515.650	25.067 4,073.388 48,880.650	25.790 4,190.875 50,290.500	26.533 4,311.613 51,739.350	27.300 4,436.250 53,235.000			27.846 4,524.975 54,299.700	28.403 4,615.488 55,385.850	29.255 4,753.938 57,047.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly 23.687 Monthly 3,849.138 Annual 46,189.650	24.367 3,959.638 47,515.650	25.067 4,073.388 48,880.650	25.790 4,190.875 50,290.500	26.533 4,311.613 51,739.350	27.300 4,436.250 53,235.000			27.846 4,524.975 54,299.700	28.403 4,615.488 55,385.850	29.255 4,753.938 57,047.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly 22.385 Monthly 3,637.563 Annual 43,650.750								22.833 3,710.363 44,524.350	23.290 3,784.625 45,415.500	23.989 3,898.213 46,778.550
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly 24.822 Monthly 4,302.480 Annual 51,629.760	25.535 4,426.067 53,112.800	26.269 4,553.293 54,639.520	27.029 4,685.027 56,220.320	27.809 4,820.227 57,842.720	28.613 4,959.587 59,515.040			29.185 5,058.733 60,704.800	29.769 5,159.960 61,919.520	30.662 5,314.747 63,776.960
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly 23.454 Monthly 4,065.360 Annual 48,784.320								23.923 4,146.653 49,759.840	24.401 4,229.507 50,754.080	25.133 4,356.387 52,276.640
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 22.385 Monthly 3,880.067 Annual 46,560.800								22.833 3,957.720 47,492.640	23.290 4,036.933 48,443.200	23.989 4,158.093 49,897.120
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 22.385 Monthly 3,880.067 Annual 46,560.800								22.833 3,957.720 47,492.640	23.290 4,036.933 48,443.200	23.989 4,158.093 49,897.120
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly 23.687 Monthly 4,105.747 Annual 49,268.960	24.367 4,223.613 50,683.360	25.067 4,344.947 52,139.360	25.790 4,470.267 54,643.200	26.533 4,599.053 55,188.640	27.300 4,732.000 56,784.000			27.846 4,826.640 57,919.680	28.403 4,923.187 59,078.240	29.255 5,070.867 60,850.400
58	23-50	1	Home Visitor 2	Com	2015	Hourly 24.539 Monthly 4,120.507 Annual 49,446.085	25.063 4,208.495 50,501.945	25.543 4,289.095 51,469.145	26.038 4,372.214 52,466.570	26.538 4,456.173 53,474.070				27.069 4,545.336 54,544.035	27.610 4,636.179 55,634.150	28.438 4,775.214 57,302.570
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
60		2	InSight Mentor	NWC	1950	Hourly 29.073 Monthly 4,724.363 Annual 56,692.350	29.718 4,829.175 57,950.100	30.310 4,925.375 59,104.500	31.008 5,038.800 60,465.600					31.628 5,139.550 61,674.600	32.261 5,242.413 62,908.950	33.229 5,399.713 64,796.550

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48	1	Integrated Support Worker	Com	2080	Hourly	24.368	25.068	25.789	26.532	27.300	28.088		28.650	29.223	30.100
						Monthly	4,223.787	4,345.120	4,470.093	4,598.880	4,732.000	4,868.587		4,966.000	5,065.320	5,217.333
						Annual	50,685.440	52,141.440	53,641.120	55,186.560	56,784.000	58,423.040		59,592.000	60,783.840	62,608.000
62		2	IOT Outreach Mentor	NWC	1950	Hourly	29.073	29.718	30.310	31.008				31.628	32.261	33.229
						Monthly	4,724.363	4,829.175	4,925.375	5,038.800				5,139.550	5,242.413	5,399.713
						Annual	56,692.350	57,950.100	59,104.500	60,465.600				61,674.600	62,908.950	64,796.550
63		2	Kids Corner Assistant	SOGH	1950	Hourly	18.225	18.225	18.225	18.225	18.225			18.590	18.962	19.531
						Monthly	2,961.563	2,961.563	2,961.563	2,961.563	2,961.563			3,020.875	3,081.325	3,173.788
						Annual	35,538.750	35,538.750	35,538.750	35,538.750	35,538.750			36,250.500	36,975.900	38,085.450
64		2	Lifeguard	SOGH	2015	Hourly	18.225	18.225	18.668	19.554	19.943			20.342	20.749	21.371
						Monthly	3,060.281	3,060.281	3,134.668	3,283.443	3,348.762			3,415.761	3,484.103	3,588.547
						Annual	36,723.375	36,723.375	37,616.020	39,401.310	40,185.145			40,989.130	41,809.235	43,062.565
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly	21.899	22.483	23.090	23.687	24.296			24.782	25.278	26.036
						Monthly	3,795.827	3,897.053	4,002.267	4,105.747	4,211.307			4,295.547	4,381.520	4,512.907
						Annual	45,549.920	46,764.640	48,027.200	49,268.960	50,535.680			51,546.560	52,578.240	54,154.880
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438
						Monthly	4,253.427	4,344.253	4,427.453	4,513.253	4,599.920			4,691.960	4,785.733	4,929.253
						Annual	51,041.120	52,131.040	53,129.440	54,159.040	55,199.040			56,303.520	57,428.800	59,151.040
67		2	Mental Health Support Worker	CRS	2015	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922
						Monthly	4,140.321	4,264.412	4,405.294	4,551.381	4,699.652	4,845.235		4,942.123	5,041.026	5,192.319
						Annual	49,683.855	51,172.940	52,863.525	54,616.575	56,395.820	58,142.825		59,305.480	60,492.315	62,307.830
68		2	Mental Health Support Worker	Com	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533		5,101.547	5,203.640	5,359.813
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400		61,218.560	62,443.680	64,317.760
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly	18.541	19.067	19.607	20.166	20.741			21.156	21.579	22.226
						Monthly	3,113.343	3,201.667	3,292.342	3,386.208	3,482.760			3,552.445	3,623.474	3,732.116
						Annual	37,360.115	38,420.005	39,508.105	40,634.490	41,793.115			42,629.340	43,481.685	44,785.390
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125		4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500		56,109.690	57,232.045	58,948.825
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly	22.385							22.833	23.290	23.989
						Monthly	3,758.815							3,834.041	3,910.779	4,028.153
						Annual	45,105.775							46,008.495	46,929.350	48,337.835
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310
75		2	Occupational Therapy Assistant	Com	2015	Hourly	22.441	23.081	23.750	24.431	25.137	25.861		26.378	26.906	27.713
						Monthly	3,768.218	3,875.685	3,988.021	4,102.372	4,220.921	4,342.493		4,429.306	4,517.966	4,653.475
						Annual	45,218.615	46,508.215	47,856.250	49,228.465	50,651.055	52,109.915		53,151.670	54,215.590	55,841.695
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly 27.547 Monthly 4,625.600 Annual 55,507.205	28.348 4,760.102 57,121.220	29.171 4,898.297 58,779.565	30.015 5,040.019 60,480.225	30.892 5,187.282 62,247.380	31.789 5,337.903 64,054.835			32.425 5,444.698 65,336.375	33.074 5,553.676 66,644.110	34.066 5,720.249 68,642.990
82		2	Ophthalmic Assistant	MHC	2015	Hourly 23.225 Monthly 3,899.865 Annual 46,798.375	23.894 4,012.201 48,146.410	24.587 4,128.567 49,542.805	25.295 4,247.452 50,969.425	26.027 4,370.367 52,444.405	26.781 4,496.976 53,963.715			27.317 4,586.980 55,043.755	27.863 4,678.662 56,143.945	28.699 4,819.040 57,828.485
83		2	OR Attendant	VGH	2015	Hourly 25.126 Monthly 4,219.074 Annual 50,628.890	25.853 4,341.150 52,093.795	26.600 4,466.583 53,599.000	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745			29.563 4,964.120 59,569.445	30.154 5,063.359 60,760.310	31.059 5,215.324 62,583.885
84		2	Orientation Coordinator	Com	2015	Hourly 29.890 Monthly 5,019.029 Annual 60,228.350	30.923 5,192.487 62,309.845	31.987 5,371.150 64,453.805	33.111 5,559.889 66,718.665	34.304 5,760.213 69,122.560	35.519 5,964.232 71,570.785			36.229 6,083.453 73,001.435	36.954 6,205.193 74,462.310	38.063 6,391.412 76,696.945
85		2	Outreach Worker	CRS	2015	Hourly 30.193 Monthly 5,069.908 Annual 60,838.895	31.209 5,240.511 62,886.135	32.277 5,419.846 65,038.155	33.322 5,595.319 67,143.830	34.538 5,799.506 69,594.070	35.674 5,990.259 71,883.110	36.918 6,199.148 74,389.770	38.038 6,387.214 76,646.570	38.799 6,514.999 78,179.985	39.575 6,645.302 79,743.625	40.762 6,844.619 82,135.430
86		2	Outreach Worker	NCC	2015	Hourly 26.013 Monthly 4,368.016 Annual 52,416.195	26.769 4,494.961 53,939.535	27.543 4,624.929 55,499.145	28.339 4,758.590 57,103.085	29.164 4,897.122 58,765.460	30.014 5,039.851 60,478.210			30.614 5,140.601 61,687.210	31.226 5,243.366 62,920.390	32.163 5,400.704 64,808.445
87		2	Outreach Worker	WHC	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
89		2	PACT Support Worker	Com	2080	Hourly 24.657 Monthly 4,273.880 Annual 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400			29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760
90		2	Peer Navigator	NWC	1950	Hourly 26.850 Monthly 4,363.125 Annual 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950
91		2	Peer Support Worker	KL	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
94		2	Porter / Orderly	VGH	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480			26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly 21.923 Monthly 3,681.237 Annual 44,174.845	22.551 3,786.689 45,440.265	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
96		2	Porter-Rehabilitation	SBH	2015	Hourly 21.923 Monthly 3,681.237 Annual 44,174.845	22.551 3,786.689 45,440.265	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 23.680 Monthly 4,104.533 Annual 49,254.400	24.237 4,201.080 50,412.960	24.794 4,297.627 51,571.520	25.342 4,392.613 52,711.360	25.902 4,489.680 53,876.160	26.455 4,585.533 55,026.400			26.984 4,677.227 56,126.720	27.524 4,770.827 57,249.920	28.350 4,914.000 58,968.000
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 21.535 Monthly 3,732.733 Annual 44,792.800	22.024 3,817.493 45,809.920	22.507 3,901.213 46,814.560	23.038 3,993.253 47,919.040					23.499 4,073.160 48,877.920	23.969 4,154.627 49,855.520	24.688 4,279.253 51,351.040
99		1	Recreation Coordinator	RPG	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 24.959 Monthly 4,191.032 Annual 50,292.385	25.680 4,312.100 51,745.200	26.421 4,436.526 53,238.315	27.181 4,564.143 54,769.715	27.965 4,695.790 56,349.475				28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
102		1	Recreation Facilitator	MHC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
103		1	Recreation Facilitator	RPG	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
104		1	Recreation Facilitator	SEPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 18.541 Monthly 3,113.343 Annual 37,360.115	19.067 3,201.667 38,420.005	19.607 3,292.342 39,508.105	20.166 3,386.208 40,634.490	20.741 3,482.760 41,793.115				21.156 3,552.445 42,629.340	21.579 3,623.474 43,481.685	22.226 3,732.116 44,785.390
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 25.495 Monthly 4,281.035 Annual 51,372.425	26.026 4,370.199 52,442.390	26.793 4,498.991 53,987.895	27.965 4,695.790 56,349.475					28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 24.958 Monthly 4,190.864 Annual 50,290.370	25.680 4,312.100 51,745.200	26.419 4,436.190 53,234.285	27.181 4,564.143 54,769.715	27.965 4,695.790 56,349.475				28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
115		1	Recreation Worker	DLC	2015	Hourly 28.915 Monthly 4,855.310 Annual 58,263.725	30.083 5,051.437 60,617.245	31.220 5,242.358 62,908.300	32.385 5,437.981 65,255.775	33.622 5,645.694 67,748.330				34.294 5,758.534 69,102.410	34.980 5,873.725 70,484.700	36.029 6,049.870 72,598.435
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 24.822 Monthly 4,302.480 Annual 51,629.760	25.535 4,426.067 53,112.800	26.270 4,553.467 54,641.600	27.029 4,685.027 56,220.320	27.809 4,820.227 57,842.720	28.614 4,959.760 59,517.120			29.186 5,058.907 60,706.880	29.770 5,160.133 61,921.600	30.663 5,314.920 63,779.040
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 24.822 Monthly 4,033.575 Annual 48,402.900	25.535 4,149.438 49,793.250	26.270 4,268.875 51,226.500	27.029 4,392.213 52,706.550	27.809 4,518.963 54,227.550	28.614 4,649.775 55,797.300			29.186 4,742.725 56,912.700	29.770 4,837.625 58,051.500	30.663 4,982.738 59,792.850
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
128		2	Resident Aide	GH	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480	27.198 4,566.998 54,803.970		27.742 4,658.344 55,900.130	28.297 4,751.538 57,018.455	29.146 4,894.099 58,729.190
129		1	Residential Care Worker	Com	2080	Hourly 21.608 Monthly 3,745.387 Annual 44,944.640	22.279 3,861.693 46,340.320	22.952 3,978.347 47,740.160	23.669 4,102.627 49,231.520	24.434 4,235.227 50,822.720	25.198 4,367.653 52,411.840	25.975 4,502.333 54,028.000		26.495 4,592.467 55,109.600	27.025 4,684.333 56,212.000	27.836 4,824.907 57,898.880
130		2	Skill Development Worker	NWC	1950	Hourly 18.740 Monthly 3,045.250 Annual 36,543.000	20.038 3,256.175 39,074.100	21.333 3,466.613 41,599.350	22.633 3,677.863 44,134.350					23.086 3,751.475 45,017.700	23.548 3,826.550 45,918.600	24.254 3,941.275 47,295.300
131		2	Support Worker	NWC	1950	Hourly 24.717 Monthly 4,016.513 Annual 48,198.150	25.249 4,102.963 49,235.550	25.793 4,191.363 50,296.350	26.291 4,272.288 51,267.450	26.884 4,368.650 52,423.800			27.422 4,456.075 53,472.900	27.970 4,545.125 54,541.500	28.809 4,681.463 56,177.550	
132		2	Systems Navigation Support Worker	Com	2015	Hourly 24.657 Monthly 4,140.321 Annual 49,683.855	25.396 4,264.412 51,172.940	26.235 4,405.294 52,863.525	27.105 4,551.381 54,616.575	27.988 4,699.652 56,395.820	28.855 4,845.235 58,142.825			29.432 4,942.123 59,305.480	30.021 5,041.026 60,492.315	30.922 5,192.319 62,307.830
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly 23.330 Monthly 3,917.496 Annual 47,009.950	23.997 4,029.496 48,353.955	24.687 4,145.359 49,744.305	25.396 4,264.412 51,172.940	26.131 4,387.830 52,653.965			26.654 4,475.651 53,707.810	27.187 4,565.150 54,781.805	28.003 4,702.170 56,426.045	
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 28.915 Monthly 4,855.310 Annual 58,263.725	30.083 5,051.437 60,617.245	31.220 5,242.358 62,908.300	32.385 5,437.981 65,255.775	33.622 5,645.694 67,748.330			34.294 5,758.534 69,102.410	34.980 5,873.725 70,484.700	36.029 6,049.870 72,598.435	
135		1	Therapeutic Recreation Facilitator	SCPC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
136		2	Transport Assistant	SOGH	2015	Hourly 21.924 Monthly 3,681.405 Annual 44,176.860	22.552 3,786.857 45,442.280	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 24.027 Monthly 4,034.534 Annual 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680		29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.316

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740	
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435	
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	24.683 4,278.387 51,340.640	25.332 4,390.880 52,690.560	26.000 4,506.667 54,080.000	26.688 4,625.920 55,511.040	27.397 4,748.813 56,985.760			27.945 4,843.800 58,125.600	28.504 4,940.693 59,288.320	29.359 5,088.893 61,066.720	
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435	
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740	
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435	
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	38.765 6,509.290 78,111.475	39.835 6,688.960 80,267.525	40.941 6,874.676 82,496.115	42.076 7,065.262 84,783.140	43.248 7,262.060 87,144.720			44.113 7,407.308 88,887.695	44.995 7,555.410 90,664.925	46.345 7,782.098 93,385.175	
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760						20.932 3,628.213 43,538.560	21.351 3,700.840 44,410.080	21.992 3,811.947 45,743.360	
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.580 3,567.200 42,806.400		20.992 3,638.613 43,663.360	21.412 3,711.413 44,536.960	22.054 3,822.693 45,872.320	
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	27.615 4,637.019 55,644.225	28.003 4,702.170 56,426.045	28.387 4,766.650 57,199.805	28.772 4,831.298 57,975.580	29.171 4,898.297 58,779.565	29.557 4,963.113 59,557.355		30.148 5,062.352 60,748.220	30.751 5,163.605 61,963.265	31.674 5,318.593 63,823.110	
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	32.849 5,515.895 66,190.735	33.895 5,691.535 68,298.425	34.995 5,876.244 70,514.925	36.072 6,057.090 72,685.080	37.324 6,267.322 75,207.860	38.494 6,463.784 77,565.410	39.776 6,679.053 80,148.640	40.929 6,872.661 82,471.935	41.748 7,010.185 84,122.220	42.583 7,150.395 85,804.745	43.860 7,364.825 88,377.900
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	28.543 4,792.845 57,514.145	29.322 4,923.653 59,083.830	30.119 5,057.482 60,689.785	30.939 5,195.174 62,342.085	31.789 5,337.903 64,054.835	32.664 5,484.830 65,817.960		33.317 5,594.480 67,133.755	33.983 5,706.312 68,475.745	35.002 5,877.419 70,529.030	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly 30.830 31.218 31.605 31.993 32.380 32.767								33.422 34.090 35.113		
						Monthly 5,176.871 5,242.023 5,307.006 5,372.158 5,437.142 5,502.125								5,612.111 5,724.279 5,896.058		
						Annual 62,122.450 62,904.270 63,684.075 64,465.895 65,245.700 66,025.505								67,345.330 68,691.350 70,752.695		
22		1	Day Program Worker	HF	2015	Hourly 26.398 27.098 27.819 28.564 29.329								29.916 30.514 31.429		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828								5,023.395 5,123.809 5,277.453		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935								60,280.740 61,485.710 63,329.435		
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly 25.363 26.044 26.744 27.464 28.209 28.975								29.555 30.146 31.050		
						Monthly 4,258.870 4,373.222 4,490.763 4,611.663 4,736.761 4,865.385								4,962.777 5,062.016 5,213.813		
						Annual 51,106.445 52,478.660 53,889.160 55,339.960 56,841.135 58,384.625								59,553.325 60,744.190 62,565.750		
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly 25.370 25.761 26.131 26.759 27.701								28.255 28.820 29.685		
						Monthly 4,260.046 4,325.701 4,387.830 4,493.282 4,651.460								4,744.485 4,839.358 4,984.606		
						Annual 51,120.550 51,908.415 52,653.965 53,919.385 55,817.515								56,933.825 58,072.300 59,815.275		
25		2	Dialysis Aide	SOGH	2015	Hourly 25.363 26.044 26.744 27.464 28.209 28.975								29.555 30.146 31.050		
						Monthly 4,258.870 4,373.222 4,490.763 4,611.663 4,736.761 4,865.385								4,962.777 5,062.016 5,213.813		
						Annual 51,106.445 52,478.660 53,889.160 55,339.960 56,841.135 58,384.625								59,553.325 60,744.190 62,565.750		
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 28.486 29.053 29.573 30.108 30.649								31.262 31.887 32.844		
						Monthly 4,783.274 4,878.483 4,965.800 5,055.635 5,146.478								5,249.411 5,354.359 5,515.055		
						Annual 57,399.290 58,541.795 59,589.595 60,667.620 61,757.735								62,992.930 64,252.305 66,180.660		
27		2	Financial Empowerment Programmer	NWC	1950	Hourly 29.406 30.208 31.032 31.883 32.760 33.661								34.334 35.021 36.072		
						Monthly 4,778.475 4,908.800 5,042.700 5,180.988 5,323.500 5,469.913								5,579.275 5,690.913 5,861.700		
						Annual 57,341.700 58,905.600 60,512.400 62,171.850 63,882.000 65,638.950								66,951.300 68,290.950 70,340.400		
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly 29.406 30.208 31.032 31.883 32.760 33.661								34.334 35.021 36.072		
						Monthly 4,778.475 4,908.800 5,042.700 5,180.988 5,323.500 5,469.913								5,579.275 5,690.913 5,861.700		
						Annual 57,341.700 58,905.600 60,512.400 62,171.850 63,882.000 65,638.950								66,951.300 68,290.950 70,340.400		
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119								30.721 31.335 32.275		
						Monthly 4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482								5,158.568 5,261.669 5,419.510		
						Annual 53,191.970 54,602.470 56,055.285 57,556.460 59,097.935 60,689.785								61,902.815 63,140.025 65,034.125		
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly 25.057 Monthly 4,207.488 Annual 50,489.855								25.558 26.069 26.851		
														4,291.614 4,377.420 4,508.730		
														51,499.370 52,529.035 54,104.765		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	26.398 4,289.675 51,476.100	27.098 4,403.425 52,841.100	27.819 4,520.588 54,247.050	28.564 4,641.650 55,699.800	29.329 4,765.963 57,191.550	30.119 4,894.338 58,732.050		30.721 4,992.163 59,905.950	31.335 5,091.938 61,103.250	32.275 5,244.688 62,936.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	26.398 4,289.675 51,476.100	27.098 4,403.425 52,841.100	27.819 4,520.588 54,247.050	28.564 4,641.650 55,699.800	29.329 4,765.963 57,191.550	30.119 4,894.338 58,732.050		30.721 4,992.163 59,905.950	31.335 5,091.938 61,103.250	32.275 5,244.688 62,936.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	25.057 4,071.763 48,861.150							25.558 4,153.175 49,838.100	26.069 4,236.213 50,834.550	26.851 4,363.288 52,359.450
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	27.567 4,778.280 57,339.360	28.301 4,905.507 58,866.080	29.057 5,036.547 60,438.560	29.840 5,172.267 62,067.200	30.643 5,311.453 63,737.440	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	26.158 4,534.053 54,408.640							26.681 4,624.707 55,496.480	27.215 4,717.267 56,607.200	28.031 4,858.707 58,304.480
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	26.398 4,575.653 54,907.840	27.098 4,696.987 56,363.840	27.819 4,821.960 57,863.520	28.564 4,951.093 59,413.120	29.329 5,083.693 61,004.320	30.119 5,220.627 62,647.520		30.721 5,324.973 63,899.680	31.335 5,431.400 65,176.800	32.275 5,594.333 67,132.000
58	23-50	1	Home Visitor 2	Com	2015	Hourly Monthly Annual	27.275 4,579.927 54,959.125	27.815 4,670.602 56,047.225	28.309 4,753.553 57,042.635	28.819 4,839.190 58,070.285	29.334 4,925.668 59,108.010			29.921 5,024.235 60,290.815	30.519 5,124.649 61,495.785	31.435 5,278.460 63,341.525
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	27.737 4,807.747 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000		32.360 5,609.067 67,308.800	33.007 5,721.213 68,654.560	33.997 5,892.813 70,713.760
60		2	InSight Mentor	NWC	1950	Hourly Monthly Annual	31.695 5,150.438 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600				34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48	1	Integrated Support Worker	Com	2080	Hourly 27.099 Monthly 4,697.160 Annual 56,365.920	27.820 4,822.133 57,865.600	28.563 4,950.920 59,411.040	29.328 5,083.520 61,002.240	30.119 5,220.627 62,647.520	30.931 5,361.373 64,336.480			31.550 5,468.667 65,624.000	32.181 5,578.040 66,936.480	33.146 5,745.307 68,943.680
62		2	IOT Outreach Mentor	NWC	1950	Hourly 31.695 Monthly 5,150.438 Annual 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600					34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000
63		2	Kids Corner Assistant	SOGH	1950	Hourly 20.522 Monthly 3,334.825 Annual 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900				20.932 3,401.450 40,817.400	21.351 3,469.538 41,634.450	21.992 3,573.700 42,884.400
64		2	Lifeguard	SOGH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	20.522 3,445.986 41,351.830	20.978 3,522.556 42,270.670	21.891 3,675.864 44,110.365	22.291 3,743.030 44,916.365				22.737 3,817.921 45,815.055	23.192 3,894.323 46,731.880	23.888 4,011.193 48,134.320
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly 24.556 Monthly 4,256.373 Annual 51,076.480	25.157 4,360.547 52,326.560	25.783 4,469.053 53,628.640	26.398 4,575.653 54,907.840	27.025 4,684.333 56,212.000				27.566 4,778.107 57,337.280	28.117 4,873.613 58,483.360	28.961 5,019.907 60,238.880
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly 27.275 Monthly 4,727.667 Annual 56,732.000	27.815 4,821.267 57,855.200	28.309 4,906.893 58,882.720	28.819 4,995.293 59,943.520	29.334 5,084.560 61,014.720				29.921 5,186.307 62,235.680	30.519 5,289.960 63,479.520	31.435 5,448.733 65,384.800
67		2	Mental Health Support Worker	CRS	2015	Hourly 27.147 Monthly 4,558.434 Annual 54,701.205	27.908 4,686.218 56,234.620	28.772 4,831.298 57,975.580	29.668 4,981.752 59,781.020	30.578 5,134.556 61,614.670	31.471 5,284.505 63,414.065			32.100 5,390.125 64,681.500	32.742 5,497.928 65,975.130	33.724 5,662.822 67,953.860
68		2	Mental Health Support Worker	Com	2080	Hourly 27.147 Monthly 4,705.480 Annual 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680			32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly 21.097 Monthly 3,542.538 Annual 42,510.455	21.639 3,633.549 43,602.585	22.363 3,726.910 44,722.925	23.363 3,823.630 45,883.565	24.485 3,923.037 47,076.445	25.036 4,001.454 48,017.450			23.830 4,081.550 48,978.605	24.307 4,181.550 50,447.540	25.036 4,203.962 51,447.540
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785			30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 26.498 Monthly 4,449.456 Annual 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly 26.498 Monthly 4,449.456 Annual 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly 25.057 Monthly 4,207.488 Annual 50,489.855								25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 26.498 Monthly 4,449.456 Annual 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
75		2	Occupational Therapy Assistant	Com	2015	Hourly 24.864 Monthly 4,175.080 Annual 50,100.960	25.523 4,285.737 51,428.845	26.213 4,401.600 52,819.195	26.914 4,519.309 54,231.710	27.641 4,641.385 55,696.615	28.387 4,766.650 57,199.805			28.955 4,862.027 58,344.325	29.534 4,959.251 59,511.010	30.420 5,108.025 61,296.300
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395			35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460
82		2	Ophthalmic Assistant	MHC	2015	Hourly 25.672 Monthly 4,310.757 Annual 51,729.080	26.361 4,426.451 53,117.415	27.075 4,546.344 54,556.125	27.804 4,668.755 56,025.060	28.558 4,795.364 57,544.370	29.334 4,925.668 59,108.010			29.921 5,024.235 60,290.815	30.519 5,124.649 61,495.785	31.435 5,278.460 63,341.525
83		2	OR Attendant	VGH	2015	Hourly 27.630 Monthly 4,639.538 Annual 55,674.450	28.379 4,765.307 57,183.685	29.148 4,894.435 58,733.220	29.940 5,027.425 60,329.100	30.760 5,165.117 61,981.400	31.602 5,306.503 63,678.030			32.234 5,412.626 64,951.510	32.879 5,520.932 66,251.185	33.865 5,686.498 68,237.975
84		2	Orientation Coordinator	Com	2015	Hourly 32.537 Monthly 5,463.505 Annual 65,562.055	33.601 5,642.168 67,706.015	34.697 5,826.205 69,914.455	35.854 6,020.484 72,245.810	37.083 6,226.854 74,722.245	38.335 6,437.085 77,245.025			39.102 6,565.878 78,790.530	39.884 6,697.188 80,366.260	41.081 6,898.185 82,778.215
85		2	Outreach Worker	CRS	2015	Hourly 32.849 Monthly 5,515.895 Annual 66,190.735	33.895 5,691.535 68,298.425	34.995 5,876.244 70,514.925	36.072 6,057.090 72,685.080	37.324 6,267.322 75,207.860	38.494 6,463.784 77,565.410	39.776 6,679.053 80,148.640	40.929 6,872.661 82,471.935	41.748 7,010.185 84,122.220	42.583 7,150.395 85,804.745	43.860 7,364.825 88,377.900
86		2	Outreach Worker	NCC	2015	Hourly 28.543 Monthly 4,792.845 Annual 57,514.145	29.322 4,923.653 59,083.830	30.119 5,057.482 60,689.785	30.939 5,195.174 62,342.085	31.789 5,337.903 64,054.835	32.664 5,484.830 65,817.960			33.317 5,594.480 67,133.755	33.983 5,706.312 68,475.745	35.002 5,877.419 70,529.030
87		2	Outreach Worker	WHC	2080	Hourly 27.737 Monthly 4,807.747 Annual 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000			32.360 5,609.067 67,308.800	33.007 5,721.213 68,654.560	33.997 5,892.813 70,713.760
88	23-13CERT	1	P.C.A. - Trained	BPOCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785			30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
89		2	PACT Support Worker	Com	2080	Hourly 27.147 Monthly 4,705.480 Annual 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.593 5,300.187 63,602.240	31.471 5,454.973 65,459.680			32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920
90		2	Peer Navigator	NWC	1950	Hourly 29.406 Monthly 4,778.475 Annual 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400
91		2	Peer Support Worker	KL	2080	Hourly 27.737 Monthly 4,807.747 Annual 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000			32.360 5,609.067 67,308.800	33.007 5,721.213 68,654.560	33.997 5,892.813 70,713.760
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
94		2	Porter / Orderly	VGH	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625			29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly 24.331 Monthly 4,085.580 Annual 49,026.965	24.978 4,194.223 50,330.670	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655			28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505
96		2	Porter-Rehabilitation	SBH	2015	Hourly 24.331 Monthly 4,085.580 Annual 49,026.965	24.978 4,194.223 50,330.670	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655			28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 26.140 Monthly 4,530.933 Annual 54,371.200	26.714 4,630.427 55,565.120	27.288 4,729.920 56,759.040	27.852 4,827.680 57,932.160	28.429 4,927.693 59,132.320	28.999 5,026.493 60,317.920			29.579 5,127.027 61,524.320	30.171 5,229.640 62,755.680	31.076 5,386.507 64,638.080
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 23.931 Monthly 4,148.040 Annual 49,776.480	24.435 4,235.400 50,824.800	24.932 4,321.547 51,858.560	25.479 4,416.360 52,996.320					25.989 4,504.760 54,057.120	26.509 4,594.893 55,138.720	27.304 4,732.693 56,792.320
99		1	Recreation Coordinator	RPG	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 27.708 Monthly 4,652.635 Annual 55,831.620	28.450 4,777.229 57,326.750	29.214 4,905.518 58,866.210	29.996 5,036.828 60,441.940	30.804 5,172.505 62,070.060				31.420 5,275.942 63,311.300	32.048 5,381.393 64,576.720	33.009 5,542.761 66,513.135

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
102		1	Recreation Facilitator	MHC	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
103		1	Recreation Facilitator	RPG	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
104		1	Recreation Facilitator	SEPCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785			30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 21.097 Monthly 3,542.538 Annual 42,510.455	21.639 3,633.549 43,602.585	22.195 3,726.910 44,722.925	22.771 3,823.630 45,883.565	23.363 3,923.037 47,076.445				23.830 4,001.454 48,017.450	24.307 4,081.550 48,978.605	25.036 4,203.962 50,447.540
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 28.260 Monthly 4,745.325 Annual 56,943.900	28.807 4,837.175 58,046.105	29.597 4,969.830 59,637.955	30.804 5,172.505 62,070.060					31.420 5,275.942 63,311.300	32.048 5,381.393 64,576.720	33.009 5,542.761 66,513.135
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 27.707 Monthly 4,652.467 Annual 55,829.605	28.450 4,777.229 57,326.750	29.212 4,905.182 58,862.180	29.996 5,036.828 60,441.940	30.804 5,172.505 62,070.060				31.420 5,275.942 63,311.300	32.048 5,381.393 64,576.720	33.009 5,542.761 66,513.135
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 25.057 Monthly 4,207.488 Annual 50,489.855								25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 23.653 Monthly 3,971.733 Annual 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555				26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 23.653 Monthly 3,971.733 Annual 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555				26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
115		1	Recreation Worker	DLC	2015	Hourly 31.782 Monthly 5,336.728 Annual 64,040.730	32.985 5,538.731 66,464.775	34.157 5,735.530 68,826.355	35.357 5,937.030 71,244.355	36.631 6,150.955 73,811.465				37.364 6,274.038 75,288.460	38.111 6,399.472 76,793.665	39.254 6,591.401 79,096.810
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 27.567 Monthly 4,778.280 Annual 57,339.360	28.301 4,905.507 58,866.080	29.058 5,036.720 60,440.640	29.840 5,172.267 62,067.200	30.643 5,311.453 63,737.440	31.472 5,455.147 65,461.760			32.101 5,564.173 66,770.080	32.743 5,675.453 68,105.440	33.725 5,845.667 70,148.000
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 27.567 Monthly 4,479.638 Annual 53,755.650	28.301 4,598.913 55,186.950	29.058 4,721.925 56,663.100	29.840 4,849.000 58,186.000	30.643 4,979.488 59,753.850	31.472 5,114.200 61,370.400			32.101 5,216.413 62,596.950	32.743 5,320.738 63,848.850	33.725 5,480.313 65,763.750
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
128		2	Resident Aide	GH	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625	29.764 4,997.872 59,974.460		30.359 5,097.782 61,173.385	30.966 5,199.708 62,396.490	31.895 5,355.702 64,268.425
129		1	Residential Care Worker	Com	2080	Hourly 24.256 Monthly 4,204.373 Annual 50,452.480	24.947 4,324.147 51,889.760	25.641 4,444.440 53,333.280	26.379 4,572.360 54,868.320	27.167 4,708.947 56,507.360	27.954 4,845.360 58,144.320	28.754 4,984.027 59,808.320		29.329 5,083.693 61,004.320	29.916 5,185.440 62,225.280	30.813 5,340.920 64,091.040
130		2	Skill Development Worker	NWC	1950	Hourly 21.052 Monthly 3,420.950 Annual 41,051.400	22.389 3,638.213 43,658.550	23.723 3,854.988 46,259.850	25.062 4,072.575 48,870.900					25.563 4,153.988 49,847.850	26.074 4,237.025 50,844.300	26.856 4,364.100 52,369.200
131		2	Support Worker	NWC	1950	Hourly 27.209 Monthly 4,421.463 Annual 53,057.550	27.756 4,510.350 54,124.200	28.317 4,601.513 55,218.150	28.830 4,684.875 56,218.500	29.441 4,784.163 57,409.950			30.030 4,879.875 58,558.500	30.631 4,977.538 59,730.450	31.550 5,126.875 61,522.500	
132		2	Systems Navigation Support Worker	Com	2015	Hourly 27.147 Monthly 4,558.434 Annual 54,701.205	27.908 4,686.218 56,234.620	28.772 4,831.298 57,975.580	29.668 4,981.752 59,781.020	30.578 5,134.556 61,614.670	31.471 5,284.505 63,414.065			32.100 5,390.125 64,681.500	32.742 5,497.928 65,975.130	33.724 5,662.822 67,953.860
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly 26.030 Monthly 4,370.871 Annual 52,450.450	26.717 4,486.230 53,834.755	27.428 4,605.618 55,267.420	28.158 4,728.198 56,738.370	28.915 4,855.310 58,263.725			29.493 4,952.366 59,428.395	30.083 5,051.437 60,617.245	30.985 5,202.898 62,434.775	
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 31.782 Monthly 5,336.728 Annual 64,040.730	32.985 5,538.731 66,464.775	34.157 5,735.530 68,826.355	35.357 5,937.030 71,244.355	36.631 6,150.955 73,811.465			37.364 6,274.038 75,288.460	38.111 6,399.472 76,793.665	39.254 6,591.401 79,096.810	
135		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435	
136		2	Transport Assistant	SOGH	2015	Hourly 24.332 Monthly 4,085.748 Annual 49,028.980	24.979 4,194.390 50,332.685	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655			28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 26.498 Monthly 4,449.456 Annual 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024