

CUPE SERVICE WAGE GRIDS
Effective September 29, 2026

Service - Pay Level CS1				
Position/Title	Step 1	Step 2	Step 3	Step 4
Nurse Extern	\$24.01			

Service - Pay Level CS2				
Position/Title	Step 1	Step 2	Step 3	Step 4
Ward Aide	\$25.87	\$26.67	\$27.49	\$28.35

Service - Pay Level CS3				
Position/Title	Step 1	Step 2	Step 3	Step 4
Glass Washer (SJHC)	\$26.05	\$26.87	\$27.69	\$28.55

Service - Pay Level CS4				
Position/Title	Step 1	Step 2	Step 3	Step 4
Snack Bar Cook (SJHC)	\$27.23	\$28.08	\$28.93	\$29.84
Assistant Cook				
Salad Area Aide				
Dietary Aide				
Food Service Worker				
General Dietary Staff				
Kitchen Help				

Service - Pay Level CS5				
Position/Title	Step 1	Step 2	Step 3	Step 4
Cleaner	\$27.58	\$28.42	\$29.30	\$30.19
Cleaner - Withdrawal Mgmt Services/Detox				
Facility Housekeeper (SMH)				
Unit Service Worker				
Unit Service Aide				
Custodian				
Facility Worker				
Waste				

Service - Pay Level CS5L				
Position/Title	Step 1	Step 2	Step 3	Step 4
Custodian - Lead Hand				\$31.40

Service - Pay Level CS6				
Position/Title	Step 1	Step 2	Step 3	Step 4
Helper - Clinical Equipment	\$27.83	\$28.69	\$29.58	\$30.51
Housekeeping Aide				
Patient Transport Assistant				
Messenger (Pharmacy)				
Linen Assistant				

Logistics Assistant - Receiving				
Material Controller				
Cart Specialist				
Central Supply Room Assistant				
Ingredient Control Clerk				
Mail/Copy Clerk/Materials Controller Asst				
Storekeeper				
Storeperson				
Logistics Assistant - Mailroom & Distribution				
Mail Clerk				

Service - Pay Level CS7				
Position/Title	Step 1	Step 2	Step 3	Step 4
Community Support Worker				
Baker	\$28.17	\$29.05	\$29.94	\$30.87
Cook				

Service - Pay Level CS8				
Position/Title	Step 1	Step 2	Step 3	Step 4
	\$28.99	\$29.87	\$30.81	\$31.75

Service - Pay Level CS9				
Position/Title	Step 1	Step 2	Step 3	Step 4
Lead Chef (PHC)	\$29.29	\$30.18	\$31.12	\$32.09

Service - Pay Level CS10				
Position/Title	Step 1	Step 2	Step 3	Step 4
Activation Assistant (PHC)				
Medical Imaging Technologist Assistant	\$29.97	\$30.89	\$31.85	\$32.84
ACC Assistant				
Emergency Attendant				

Service - Pay Level CS10a				
Position/Title	Step 1	Step 2	Step 3	Step 4
Clinical Assistant (SMH)				
Family Medicine Assistant				
Health Care Assistant	\$32.27	\$33.19	\$34.15	\$35.13
Health Care Attendant				
ICU Assistant				
Surgical Department Assistant				

Service - Pay Level CS10b				
Position/Title	Step 1	Step 2	Step 3	Step 4
Resident Assistant	\$33.41	\$34.33	\$35.29	\$36.28

Service - Pay Level CS11				
Position/Title	Step 1	Step 2	Step 3	Step 4

Helper - Electricity	\$30.49	\$31.43	\$32.40	\$33.41
Helper - Mechanics				
Maintenance Helper				
Mobility Device Tech				

Service - Pay Level CS11				
Position/Title	Step 1	Step 2	Step 3	Step 4
MDRD Assistant	\$30.55	\$31.50	\$32.47	\$33.48
Medical Device Reprocessing				
Therapeutic Endoscopy Inventory Assistant				

Service - Pay Level CS12				
Position/Title	Step 1	Step 2	Step 3	Step 4
MDRD Assistant	\$30.55	\$31.50	\$32.47	\$33.48
Medical Device Reprocessing				
Therapeutic Endoscopy Inventory Assistant				

Service - Pay Level CS12L				
Position/Title	Step 1	Step 2	Step 3	Step 4
				\$34.68

Service - Pay Level CS13				
Position/Title	Step 1	Step 2	Step 3	Step 4
	\$31.06	\$32.02	\$33.02	\$34.04

Service - Pay Level CS13C				
Position/Title	Step 1	Step 2	Step 3	Step 4
Perioperative Support Assistant (PSA)	\$31.06	\$32.02	\$33.02	\$34.04
Perioperative Aide (SJHC)				

Service - Pay Level CS14				
Position/Title	Step 1	Step 2	Step 3	Step 4
General Maintenance	\$31.95	\$32.94	\$33.96	\$34.70

Service - Pay Level CS15				
Position/Title	Step 1	Step 2	Step 3	Step 4
Maintenance Painter	\$32.18	\$33.18	\$34.20	\$35.25
Painter				
Painter/Finisher (SJHC)				

Service - Pay Level CS16				
Position/Title	Step 1	Step 2	Step 3	Step 4
Morgue Attendant (SMH)	\$32.23	\$33.23	\$34.26	\$35.31
Addiction Service Worker				
Human Services Counsellor				
Printer (SMH)				

Service - Pay Level CS17				
Position/Title	Step 1	Step 2	Step 3	Step 4
Peer Support Specialist (SMH)	\$32.55	\$33.55	\$34.58	\$35.66

Service - Pay Level CS18				
Position/Title	Step 1	Step 2	Step 3	Step 4
Carpenter	\$32.99	\$34.00	\$35.06	\$36.14

Service - Pay Level CS19				
Position/Title	Step 1	Step 2	Step 3	Step 4
Hemodialysis Support Assistant	\$33.12	\$34.15	\$35.21	\$36.29
Renal Technician				

Service - Pay Level CS20				
Position/Title	Step 1	Step 2	Step 3	Step 4
	\$34.15	\$35.21	\$36.29	\$37.42

Service - Pay Level CS20a				
Position/Title	Step 1	Step 2	Step 3	Step 4
Registered Practical Nurse (RPN)	\$36.32	\$37.44	\$38.60	\$39.80
OR Technical Assistant				
LTC Informatics Coordinator				
Registered Practical Nurse (Temporary)				

Service - Pay Level CS21				
Position/Title	Step 1	Step 2	Step 3	Step 4
Occupational Therapist/Physical Therapist Assistant	\$34.51	\$35.58	\$36.68	\$37.82
Occupational Therapy Assistant				
Physiotherapy Assistant				
Rehabilitation Assistant (SJHC)				

Service - Pay Level CS22				
Position/Title	Step 1	Step 2	Step 3	Step 4
Locksmith	\$34.90	\$35.97	\$37.09	\$38.23

Service - Pay Level CS23				
Position/Title	Step 1	Step 2	Step 3	Step 4
Building Systems Operator	\$36.29	\$37.42	\$38.58	\$39.78
Electrician				
Maintenance Automation Specialist				
Maintenance Technician				
Mechanic - Maintenance				
Mechanic - Maintenance Shift				
Mechanic - Maintenance Shift Relief				
Mechanic - Maintenance Specialty Equipment				

Mechanic - Refrigeration/Air Conditioning				
Mechanic (Electronics)				
Plumber				
Refrigeration and Controls Specialist				

Service - Pay Level CS24				
Position/Title	Step 1	Step 2	Step 3	Step 4
Clinical Resource Coordinator Intake and Family Guidance	\$37.12	\$38.28	\$39.45	\$40.66
Clinical Resource Coordinator (PHC) Adult Day Program				

Service - Pay Level CS25				
Position/Title	Step 1	Step 2	Step 3	Step 4
Control Room Technician Lead Hand	\$44.95	\$46.34	\$47.78	\$49.25
Electrical Lead Hand (SMH)				
Plumber Lead Hand				
Community Caseworker - WMS				
Coordinated Access Addictions Caseworker (SMH)				
Community Addiction Worker (SJHC)				

Service - Pay Level CS26				
Position/Title	Step 1	Step 2	Step 3	Step 4
Mental Health Outreach Worker	\$31.89	\$35.08	\$38.28	\$41.47

Service - Pay Level CS27				
Position/Title	Step 1	Step 2	Step 3	Step 4
Materials Coordinator	\$31.42	\$33.03	\$34.64	\$36.25
Materials/Equipment Coordinator				