

APPENDIX 1

CUPE 5791 Wage Ranges
Effective January 1, **2026**
Economic Adjustment 3.00%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	16.79	20.16	30,557.80	36,691.20	33,177.04	39,836.16	2%
Phase 2	20.51	24.63	37,328.20	44,826.60	40,527.76	48,668.88	2%
Phase 3	23.25	27.91	42,315.00	50,796.20	45,942.00	55,150.16	2%
Phase 4	25.05	33.83	45,591.00	61,570.60	49,498.80	66,848.08	2%
Phase 5* Excluding Trade	30.95	41.79	56,329.00	76,057.80	61,157.20	82,577.04	2%
Phase 6* Excluding Trade	36.53	49.30	66,484.60	89,726.00	72,183.28	97,416.80	2%
Phase 5 Trade Services	31.88	43.04	N/A	N/A	62,994.88	85,047.04	2%
Phase 6 Trade Services	37.63	50.78	N/A	N/A	74,356.88	100,341.28	2%

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Economic Adjustment 2.75%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	17.25	20.71	31,395.00	37,692.20	34,086.00	40,922.96	2%
Phase 2	21.07	25.31	38,347.40	46,064.20	41,634.32	50,012.56	2%
Phase 3	23.89	28.68	43,479.80	52,197.60	47,206.64	56,671.68	2%
Phase 4	25.74	34.76	46,846.80	63,263.20	50,862.24	68,685.76	2%
Phase 5* Excluding Trade	31.80	42.94	57,876.00	78,150.80	62,836.80	84,849.44	2%
Phase 6* Excluding Trade	37.53	50.66	68,304.60	92,201.20	74,159.28	100,104.16	2%
Phase 5 Trade Services	32.76	44.22	N/A	N/A	64,733.76	87,378.72	2%
Phase 6 Trade Services	38.66	52.18	N/A	N/A	76,392.16	103,107.68	2%

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	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	17.72	21.28	32,250.40	38,729.60	35,014.72	42,049.28	2%
Phase 2	21.65	26.01	39,403.00	47,338.20	42,780.40	51,395.76	2%
Phase 3	24.55	29.47	44,681.00	53,635.40	48,510.80	58,232.72	2%
Phase 4	26.45	35.72	48,139.00	65,010.40	52,265.20	70,582.72	2%
Phase 5* Excluding Trade	32.67	44.12	59,459.40	80,298.40	64,555.92	87,181.12	2%
Phase 6* Excluding Trade	38.56	52.05	70,179.20	94,731.00	76,194.56	102,850.80	2%
Phase 5 Trade Services	33.66	45.44	N/A	N/A	66,512.16	89,789.44	2%
Phase 6 Trade Services	39.72	53.61	N/A	N/A	78,486.72	105,933.36	2%

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CUPE 5791 Wage Ranges
Effective January 1, **2029**
Economic Adjustment 3.00%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	18.25	21.92	33,215.00	39,894.40	36,062.00	43,313.92	2%
Phase 2	22.30	26.79	40,586.00	48,757.80	44,064.80	52,937.04	2%
Phase 3	25.29	30.35	46,027.80	55,237.00	49,973.04	59,971.60	2%
Phase 4	27.24	36.79	49,576.80	66,957.80	53,826.24	72,697.04	2%
Phase 5* Excluding Trade	33.65	45.44	61,243.00	82,700.80	66,492.40	89,789.44	2%
Phase 6* Excluding Trade	39.72	53.61	72,290.40	97,570.20	78,486.72	105,933.36	2%
Phase 5 Trade Services	34.67	46.80	N/A	N/A	68,507.92	92,476.80	2%
Phase 6 Trade Services	40.91	55.22	N/A	N/A	80,838.16	109,114.72	2%

APPENDIX 2**Position Placement in CUPE 5791 Compensation Model as of November 2025**

	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 1 2026 Hourly wage range: \$16.79 - \$20.16 Annual wage range (35 hrs/wk): \$30,557.80 - \$36,691.20 Annual wage range (38 hrs/wk): \$33,177.04 - \$39,836.16			• Casual • Recurring Relief • Student	• Casual • Recurring Relief • Student	
2027 Hourly wage range: \$17.25 - \$20.71 Annual wage range (35 hrs/wk): \$31,395.00 - \$37,692.20 Annual wage range (38 hrs/wk): \$34,086.00 - \$40,922.96					
2028 Hourly wage range: \$17.72 - \$21.28 Annual wage range (35 hrs/wk): \$32,250.40 - \$38,729.60 Annual wage range (38 hrs/wk): \$35,014.72 - \$42,049.28					
2029 Hourly wage range: \$18.25 - \$21.92 Annual wage range (35 hrs/wk): \$33,215.00 - \$39,894.40 Annual wage range (38 hrs/wk): \$36,062.00 - \$43,313.92					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 2 2026 Hourly wage range: \$20.51 - \$24.63 Annual wage range (35 hrs/wk): \$37,328.20 - \$44,826.60 Annual wage range (38 hrs/wk): \$40,527.76 - \$48,668.88			• Caretaker • Housekeeper • Storekeeper • Utility Person	• Administrative Assistant • Library Assistant • Mail Room Clerk	
2027 Hourly wage range: \$21.07 - \$25.31 Annual wage range (35 hrs/wk): \$38,347.40 - \$46,064.20 Annual wage range (38 hrs/wk): \$41,634.32 - \$50,012.56					
2028 Hourly wage range: \$21.65 - \$26.01 Annual wage range (35 hrs/wk): \$39,403.00 - \$47,338.20 Annual wage range (38 hrs/wk): \$42,780.40 - \$51,395.76					
2029 Hourly wage range: \$22.30 - \$26.79 Annual wage range (35 hrs/wk): \$40,586.00 - \$48,757.80 Annual wage range (38 hrs/wk): \$44,064.80 - \$52,937.04					

	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 3 2026 Hourly wage range: \$23.25 - \$27.91 Annual wage range (35 hrs/wk): \$42,315.00 - \$50,796.20 Annual wage range (38 hrs/wk): \$45,942.00 - \$55,150.16			• Storekeeper • Housing Facilities Team Lead • Utility Labourer	• Administrative Assistant • Library Assistant • Printing Services Clerk	
2027 Hourly wage range: \$23.89 - \$28.68 Annual wage range (35 hrs/wk): \$43,479.80 - \$52,197.60 Annual wage range (38 hrs/wk): \$47,206.64 - \$56,671.68					
2028 Hourly wage range: \$24.55 - \$29.47 Annual wage range (35 hrs/wk): \$44,681.00 - \$53,635.40 Annual wage range (38 hrs/wk): \$48,510.80 - \$58,232.72					
2029 Hourly wage range: \$25.29 - \$30.35 Annual wage range (35 hrs/wk): \$46,027.80 - \$55,237.00 Annual wage range (38 hrs/wk): \$49,973.04 - \$59,971.60					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 4 2026 Hourly wage range: \$25.05 - \$33.83 Annual wage range (35 hrs/wk): \$45,591.00 - \$61,570.60 Annual wage range (38 hrs/wk): \$49,498.80 - \$66,848.08	• Draftsperson • Photographer • Technician	• Boiler Operator	• Custodial Team Lead • Parking Services Facilities Maintenance • Storekeeper • Utility Maintenance Person	• Administrative Assistant • Clerk • Flexible Delivery Support Services Specialist • Library Assistant • Mail Room Supervisor • Print Production Operator • Program Assistant • Work Control	
2027 Hourly wage range: \$25.74 - \$34.76 Annual wage range (35 hrs/wk): \$46,846.80 - \$63,263.20 Annual wage range (38 hrs/wk): \$50,862.24 - \$68,685.76					
2028 Hourly wage range: \$26.45 - \$35.72 Annual wage range (35 hrs/wk): \$48,139.00 - \$65,010.40 Annual wage range (38 hrs/wk): \$52,265.20 - \$70,582.72					
2029 Hourly wage range: \$27.24 - \$36.79 Annual wage range (35 hrs/wk): \$49,576.80 - \$66,957.80 Annual wage range (38 hrs/wk): \$53,826.24 - \$72,697.04					

	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 5 Excluding Trade Services 2026 Hourly wage range: \$30.95 - \$41.79 Annual wage range (35 hrs/wk): \$56,329.00 - \$76,057.80 Annual wage range (38 hrs/wk): \$61,157.20 - \$82,577.04	• Instrument Maker • Senior Draftsperson • Senior Photographer • Technical Analyst • Technician • Technology Facilitator	• Carpenter • Controls Technician • Electrician • Locksmith • Painter • Service Mechanic • Shift Engineer	• Chief Labourer	• Administrative Assistant • Enrolment Specialist • Graduate Student Services Specialist • IT Support Analyst • Library Assistant • Systems Supervisor • Transfer Credit Specialist	• Security Patrolperson
Excluding Trade Services 2027 Hourly wage range: \$31.80 - \$42.94 Annual wage range (35 hrs/wk): \$57,876.00 - \$78,150.80 Annual wage range (38 hrs/wk): \$62,836.80 - \$84,849.44					
Excluding Trade Services 2028 Hourly wage range: \$32.67 - \$44.12 Annual wage range (35 hrs/wk): \$59,459.40 - \$80,298.40 Annual wage range (38 hrs/wk): \$64,555.92 - \$87,181.12					
Excluding Trade Services 2029 Hourly wage range: \$33.65 - \$45.44 Annual wage range (35 hrs/wk):					

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\$61,243.00 - \$82,700.80 Annual wage range (38 hrs/wk): \$66,492.40 - \$89,789.44					
Trade Services 2026 Hourly wage range: \$31.88 - \$43.04 Annual wage range (38 hrs/wk): \$62,994.88 - \$85,047.04					
Trade Services 2027 Hourly wage range: \$32.76 - \$44.22 Annual wage range (38 hrs/wk): \$64,733.76 - \$87,378.72					
Trade Services 2028 Hourly wage range: \$33.66 - \$45.44 Annual wage range (38 hrs/wk): \$66,512.16 - \$89,789.44					
Trade Services 2029 Hourly wage range: \$34.67 - \$46.80 Annual wage range (38 hrs/wk): \$68,507.92 - \$92,476.80					

	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 6 Excluding Trade Services 2026 Hourly wage range: \$36.53 - \$49.30 Annual wage range (35 hrs/wk): \$66,484.60 - \$89,726.00 Annual wage range (38 hrs/wk): \$72,183.28 - \$97,416.80	• Instrument Maker • Service Desk Supervisor • Technical Analyst • Technician	• Controls Supervisor • Electrical Supervisor • Mechanical Supervisor • Project Supervisor • Structural Supervisor		• Administrative Assistant • Library Assistant	• Shift Supervisor
Excluding Trade Services 2027 Hourly wage range: \$37.53 - \$50.66 Annual wage range (35 hrs/wk): \$68,304.60 - \$92,201.20 Annual wage range (38 hrs/wk): \$74,159.28 - \$100,104.16					
Excluding Trade Services 2028 Hourly wage range: \$38.56 - \$52.05 Annual wage range (35 hrs/wk): \$70,179.20 - \$94,731.00 Annual wage range (38 hrs/wk): \$76,194.56 - \$102,850.80					
Excluding Trade Services 2029 Hourly wage range: \$39.72 - \$53.61 Annual wage range (35 hrs/wk): \$72,290.40 - \$97,570.20					

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Annual wage range (38 hrs/wk): \$78,486.72 - \$105,933.36					
Trade Services 2026 Hourly wage range: \$37.63 - \$50.78 Annual wage range (38 hrs/wk): \$74,356.88 - \$100,341.28					
Trade Services 2027 Hourly wage range: \$38.66 - \$52.18 Annual wage range (38 hrs/wk): \$76,392.16 - \$103,107.68					
Trade Services 2028 Hourly wage range: \$39.72 - \$53.61 Annual wage range (38 hrs/wk): \$78,486.72 - \$105,933.36					
Trade Services 2029 Hourly wage range: \$40.91 - \$55.22 Annual wage range (38 hrs/wk): \$80,838.16 - \$109,114.72					

Note: Phase 1 is for recurring relief, casual, and student employees only.