

**APPENDIX II  
WAGE RATE GRIDS**

**Unifor Wage Rate Grid - Year 1 – Effective June 19, 2016**

Grade	Hire Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$16.00	\$17.02	\$17.88	\$18.68	\$19.41	\$20.11	\$20.70	\$21.22	\$21.67	\$22.08	\$22.52
2	\$16.80	\$17.87	\$18.76	\$19.61	\$20.37	\$21.11	\$21.75	\$22.29	\$22.74	\$23.17	\$23.66
3	\$17.72	\$18.85	\$19.78	\$20.68	\$21.50	\$22.24	\$22.93	\$23.49	\$23.98	\$24.45	\$24.96
4	\$18.81	\$20.01	\$21.01	\$21.96	\$22.86	\$23.62	\$24.34	\$24.97	\$25.43	\$25.93	\$26.46
5	\$20.06	\$21.34	\$22.41	\$23.42	\$24.33	\$25.18	\$25.91	\$26.61	\$27.16	\$27.66	\$28.22
6	\$21.67	\$23.05	\$24.20	\$25.28	\$26.29	\$27.24	\$28.04	\$28.74	\$29.32	\$29.94	\$30.53
7	\$23.49	\$24.99	\$26.24	\$27.42	\$28.53	\$29.54	\$30.45	\$31.19	\$31.82	\$32.44	\$33.08
8	\$25.62	\$27.26	\$28.62	\$29.92	\$31.09	\$32.17	\$33.13	\$33.98	\$34.65	\$35.34	\$36.08
9	\$28.10	\$29.89	\$31.38	\$32.78	\$34.07	\$35.30	\$36.32	\$37.25	\$37.97	\$38.75	\$39.52
10	\$30.89	\$32.86	\$34.51	\$36.07	\$37.47	\$38.77	\$39.92	\$40.96	\$41.77	\$42.61	\$43.42
11	\$33.72	\$35.87	\$37.67	\$39.37	\$40.94	\$42.37	\$43.66	\$44.73	\$45.61	\$46.52	\$47.46
12	\$36.97	\$39.33	\$41.28	\$43.14	\$44.83	\$46.42	\$47.81	\$48.99	\$49.97	\$50.97	\$51.99

**Unifor Wage Rate Grid - Year 2 - Effective May 1, 2017**

Grade	Hire Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$16.20	\$17.23	\$18.10	\$18.91	\$19.65	\$20.36	\$20.96	\$21.49	\$21.94	\$22.36	\$22.80
2	\$17.01	\$18.09	\$18.99	\$19.86	\$20.62	\$21.37	\$22.02	\$22.57	\$23.02	\$23.46	\$23.96
3	\$17.94	\$19.09	\$20.03	\$20.94	\$21.77	\$22.52	\$23.22	\$23.78	\$24.28	\$24.76	\$25.27
4	\$19.04	\$20.26	\$21.27	\$22.23	\$23.15	\$23.92	\$24.64	\$25.28	\$25.75	\$26.25	\$26.79
5	\$20.31	\$21.61	\$22.69	\$23.71	\$24.63	\$25.49	\$26.23	\$26.94	\$27.50	\$28.01	\$28.57
6	\$21.94	\$23.34	\$24.50	\$25.60	\$26.62	\$27.58	\$28.39	\$29.10	\$29.69	\$30.31	\$30.91
7	\$23.78	\$25.30	\$26.57	\$27.76	\$28.89	\$29.91	\$30.83	\$31.58	\$32.22	\$32.85	\$33.49
8	\$25.94	\$27.60	\$28.98	\$30.29	\$31.48	\$32.57	\$33.54	\$34.40	\$35.08	\$35.78	\$36.53
9	\$28.45	\$30.26	\$31.77	\$33.19	\$34.50	\$35.74	\$36.77	\$37.72	\$38.44	\$39.23	\$40.01
10	\$31.27	\$33.27	\$34.94	\$36.52	\$37.94	\$39.25	\$40.42	\$41.47	\$42.29	\$43.14	\$43.96
11	\$34.14	\$36.32	\$38.14	\$39.86	\$41.45	\$42.90	\$44.21	\$45.29	\$46.18	\$47.10	\$48.05
12	\$37.43	\$39.82	\$41.80	\$43.68	\$45.39	\$47.00	\$48.41	\$49.60	\$50.59	\$51.61	\$52.64

**Unifor Wage Rate Grid - Year 3 - Effective May 1, 2018**

Grade	Hire Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$16.40	\$17.45	\$18.33	\$19.15	\$19.90	\$20.61	\$21.22	\$21.76	\$22.21	\$22.64	\$23.09
2	\$17.22	\$18.32	\$19.23	\$20.11	\$20.88	\$21.64	\$22.30	\$22.85	\$23.31	\$23.75	\$24.26
3	\$18.16	\$19.33	\$20.28	\$21.20	\$22.04	\$22.80	\$23.51	\$24.08	\$24.58	\$25.07	\$25.59
4	\$19.28	\$20.51	\$21.54	\$22.51	\$23.44	\$24.22	\$24.95	\$25.60	\$26.07	\$26.58	\$27.12
5	\$20.56	\$21.88	\$22.97	\$24.01	\$24.94	\$25.81	\$26.56	\$27.28	\$27.84	\$28.36	\$28.93
6	\$22.21	\$23.63	\$24.81	\$25.92	\$26.95	\$27.92	\$28.74	\$29.46	\$30.06	\$30.69	\$31.30
7	\$24.08	\$25.62	\$26.90	\$28.11	\$29.25	\$30.28	\$31.22	\$31.97	\$32.62	\$33.26	\$33.91
8	\$26.27	\$27.95	\$29.34	\$30.67	\$31.87	\$32.98	\$33.96	\$34.83	\$35.52	\$36.23	\$36.99
9	\$28.80	\$30.64	\$32.17	\$33.60	\$34.93	\$36.19	\$37.23	\$38.19	\$38.92	\$39.72	\$40.51
10	\$31.67	\$33.69	\$35.38	\$36.98	\$38.41	\$39.74	\$40.93	\$41.99	\$42.82	\$43.68	\$44.51
11	\$34.57	\$36.77	\$38.62	\$40.36	\$41.97	\$43.44	\$44.76	\$45.86	\$46.76	\$47.69	\$48.65
12	\$37.90	\$40.32	\$42.32	\$44.23	\$45.96	\$47.59	\$49.02	\$50.22	\$51.22	\$52.26	\$53.30