

SCHEDULE "A1.1"

HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Effective October 1, 2023

Wage Classifications	Base Rate	Employer Contributions				Total Package
		Benefit Plan	Pension Plan	Admin Fund	Member Assist	
		2.70	1.25	0.20	0.05	
Executive Director						
Institutional knowledge, experience, education						
Step 1	n/a	n/a	n/a	n/a	n/a	
Step 2	35.95	2.70	1.25	0.20	0.05	40.15
Organiser 2						
Experienced and/or educated						
Step 1	28.08	2.70	1.25	0.20	0.05	32.28
Step 2	28.08	2.70	1.25	0.20	0.05	32.28
Organiser 1						
Emerging organizing experience						
Step 1	22.00	2.70	1.25	0.20	0.05	26.20
Step 2	n/a	n/a	n/a	n/a	n/a	
Administrative 2						
Experienced						
Step 1	25.00	2.70	1.25	0.20	0.05	29.20
Step 2	n/a	n/a	n/a	n/a	n/a	
Administrative 1						
Student staff, emerging experience						
Step 1	20.00	2.70	1.25	0.20	0.05	24.20
Step 2	n/a	n/a	n/a	n/a	n/a	
Café 3						
Café Manager						
Step 1	n/a	n/a	n/a	n/a	n/a	
Step 2	25.00	2.70	1.25	0.20	0.05	29.20
Café 2						
Shift Supervisor						
Step 1	20.00	2.70	1.25	0.20	0.05	24.20
Step 2	n/a	n/a	n/a	n/a	n/a	
Café 1						
Front line staff						
Step 1	18.00	2.70	1.25	0.20	0.05	22.20
Step 2	n/a	n/a	n/a	n/a	n/a	

Employee Deductions and Employer Contributions per hour on hours "worked"

Field Dues \$0.89

Local Union Check Off \$0.35

Note: Vacation to be paid as per Collective Agreement

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective October 1, 2023

Employer Classifications

	Executive Director	Organiser 2	Organiser 1	Admin 2	Admin 1	Café 3	Café 2	Café 1	
Employer Contributions:									
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	
CMAW Pension Plan	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
* Total Employer Contributions	4.20	4.20	4.20	4.20	4.20	4.20	4.20	4.20	
Employee Deductions:									
CMAW Pension Plan	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
* Total Employee Deductions	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	
Total Hourly Remittance to CWF									
ST	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09	
1.5x OT	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09	
2x OT	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09	
Total Hourly Remittance to Local 2020									
ST	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
1.5x OT	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
2x OT	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".