

CUPE 148 Salary Plan for Personal Support Worker (PSW)

Rates of pay reflect those in effect to March 31, 2027

Sal Plan	Grade	Step	April 1, 2022 1.5% GWI	Apr 21/22 PWE (includes 1.5% GWI on the PWE)	April 1, 2023 3%	April 1, 2024 3%	April 1, 2025 3%	April 1, 2026 3%	Status	Step Desc
PM	PSW	1	26.90	29.95	30.85	31.78	32.73	33.71	Prob Rate	Personal Support Worker
PM	PSW	2	28.26	31.31	32.25	33.22	34.22	35.25	Job Rate	Personal Support Worker

Step 1 = Prob Rate; Step 2 = Job Rate

General Wage Increases (GWI): You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

Premium or Allowance			April 1, 2022 1.5% GWI	Apr 21/22 PWE (includes 1.5% GWI on the PWE)	April 1, 2023 3% GWI	April 1, 2024 3% GWI	April 1, 2025 3% GWI	April 1, 2026 3% GWI	Earn Code
Afternoon Shift CUPE 148			1.30		1.34	1.38	1.42	1.46	163
Night Shift CUPE 148			1.36		1.40	1.44	1.48	1.52	173
Weekend Shift CUPE 148			2.50		1.34	1.38	1.42	1.46	183
Uniform Allowance			11.92		12.28	12.65	13.03	13.42	070
Cupe 148 Meal Allowance			6.75		6.75	6.75	6.75	6.75	368
Boot Subsidy			174.93		180.18	185.59	191.16	196.89	164