

Unionized Non-Teaching Staff

| DIVISION | BARGAINING UNIT | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | TERM |
|--------------------------|---|-----------------|--|-----------------------------------|--|---------------------------|-------------|------|----------------------|
| Brandon | CUPE All | Jul 1 COLA 3.3% | Jul 1: 2.5% | Jul 1: 2.75% | Jul 1: 3.0% | Jul 1: 3.0% | | | Jul 1/22 - Jun 30/26 |
| DSFM | CUPE All support staff | Jul 1 COLA 3.3% | | | | | | | Jul 1/19 - Jun 30/22 |
| Evergreen | CUPE All support staff | Jul 1 0.5% | | | | | | | Jul 1/19 - Jun 30/22 |
| Flin Flon | USWA Custodial | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 - Jun 30/22 |
| | USWA Clerical | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 - Jun 30/22 |
| | USWA Educational Asst. | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 - Jun 30/22 |
| Fort la Bosse | UFCW Custodial, Bus Drivers, Admin Asts | Jul 1 COLA 3.3% | Jul 1 1.75% | Jul 1: 3% \$1 adj cleaners | Jul 1: 3% | Jul 1: 2.5% | Jul 1: 2% | | Jul 1/23 - Jun 30/27 |
| | UFCW Educational Asts | Jul 1 COLA 3.3% | Jul 1 1.75% | Jul 1: 3% \$0.5 adj EAs | Jul 1: 3% | Jul 1: 2.5% | Jul 1: 2% | | Jul 1/23 - Jun 30/27 |
| Frontier - Area 4 | USW Area 4 All staff | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 2.5% + \$0.75/hr adj EA2, EA3 & bus drivers | Jul 1: 2.0% | | | Jul 1/22 - Jun 30/26 |
| | - Norway House | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 2.5% + \$0.75/hr adj EA2, EA3 & bus drivers | Jul 1: 2.0% | | | Jul 1/22 Jun 30/26 |
| | - Lynn Lake | Jul 1 COLA 3.3% | | | | | | | Jul 1/17 - Jun 30/22 |
| | - Leaf Rapids | Jul 1 COLA 3.3% | | | | | | | Jul 1/17 - Jun 30/22 |
| | - Churchill | Jul 1 COLA 3.3% | Jul 1: 3% | Jul 1: 3% | Jul 1: 2.5% + \$0.75 adj EA2 & EA3 | | | | Jul 1/22 - Jun 30/25 |
| Garden Valley | CLAC School Admin Asts | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 2.5% + Spec. Adj. | Jul 1: 2.0% | | | Jul 1/22 - Jun 30/26 |
| | CLAC Library Tech. | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 2.5% + Spec Adj | Jul 1: 2.0% | | | Jul 1/22 - Jun 30/26 |
| | CLAC Educational Asts. | Jul 1 COLA 3.3% | Jul 1: 3.0% | 3.0% EA 1&2 2.5% EA3 | Spec adj on scale + 2.5% | Jul 1: 2.0% | | | Jul 1/22 - Jun 30/26 |
| | CLAC Bus Drivers | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 2.5% + spec adj | Jul 1: 2.0% | | | Jul 1/22 - Jun 30/26 |
| Hanover | CLAC Ed. Assistants | Sep 1 0.5% | Sep 1: 3.3% | Sep 1: 3.0% | Sep 1: SpcAdj plus 2.5% | Sep 1: 1.5% | | | Sep 1/22 - Aug 31/26 |
| | CLAC Custodial | Jul 1 1.4% | Jul 1 0.5% | Jul 1: 3.3% | Jul 1: 3% + spec adj | Jul 1: 2.5% | Jul 1: 1.5% | | Jul 1/23 - Jun 30/27 |
| | CUPE Bus Drivers | Jul 1 3.3% | Jul 1 2.5% | Jul 1 2.5% | | | | | Jul 1/20 - Jun 30/24 |
| Interlake | Bus Drivers Assoc. | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 3.0% | Jul 1: 3.0% | | | | Jul 1/22 - Jun 30/25 |
| | CUPE Custodial | Jul 1 0.5% | Jul 1 COLA 3.3% | | | | | | Jul 1/19 - Jun 30/23 |
| | IANTE CI/TA/Library | Jul 1 0.5% | Jul 1 COLA 3.3% | Jul 1: 3.0% | Jul 1: 2.5% | Jul 1: 2.5% | | | Jul 1/23 - Jun 30/26 |
| Kelsey | CUPE (All groups) | Jul 1: 0.5% | Jul 1: 3.3% | | | | | | Jul 1/19 - Jun 30/23 |
| Lakeshore | CUPE (All groups) | Jul 1 1.4% | Jul 1: 2.75% | Jul 1: 2.75% | Jul 1: 2.9% + market adj. | Jul 1: 3.0% + market adj. | | | Jul 1/22 - Jun 30/26 |
| Lord Selkirk | CUPE Custodial | Jul 1: 1.4% | Jul 1 0.5% | Jul 1 COLA 3.3% | | | | | Jan 1/19 - Dec 31/23 |
| | CUPE Clerical/EAs/Library | Jul 1: 1.4% | Jul 1 0.5% | Jul 1 COLA 3.3% | | | | | Jan 1/19 - Dec 31/23 |
| | UNIFOR Bus Drivers | Jan 1 0.75% | Jan 1 1.0% | Jan 1 0.6% spec adj Jan 1 3.3% | Jan. 1 2.25% | Jan 1 2.25% | | | Jan 1/23 - Dec 31/25 |
| | Board Office Association | Jan 1 1.0% | Jan 1 0.6% spec adj Jan 1 3.3% COLA | Jan 1 2.25% | Jan 1 2.0% | | | | Jan 1/22 - Dec 31/24 |
| Louis Riel | CUPE EAss | Jul 1 0.5% | Jul 1 COLA 3.3% | | | | | | Jul 1/19 - Jun 30/23 |
| | CUPE Cust/Maint/Bus | Jan 1 1.4% | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | Jan 1/20 - Dec 31/23 |
| | CUPE Clerical/Techs | Jan 1 1.4% | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | Jan 1/20 - Dec 31/23 |
| Mountain View | CUPE Cust/Cler/Bus Drivers | Jan 1: 2.5% | Jan. 1: 2.75% | Jan 1: 2.9% | Jan. 1: 2.9% + spec adj. | Jan. 1: 3.0% + spec adj | | | Jan 1/21 - Dec 31/25 |
| | CUPE EA/Library | Jan 1: 2.5% | Jan. 1: 2.75% | Jan 1: 2.9% | Jan. 1: 2.9% + spec adj. | Jan. 1: 3.0% + spec adj | | | Jan 1/21 - Dec 31/25 |
| Mystery Lake | USWA Custodial | Jul 1 COLA 3.3% | Jul 1 2.5% | Jul 1 2.5% | Jul 1 2.5% | | | | May 1/22 - Apr 30/25 |
| | USWA Clerical/TA's | Jul 1 COLA 3.3% | Jul 1 2.5% | Jul 1 2.5% | Jul 1 2.5% | | | | May 1/22 - Apr 30/25 |

Salary adjustments only reflect base rate adjustments and do not reflect other monetary changes to individual classifications.

UNIONIZED NON TEACHING STAFF (continued)

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|-------------------------------|--|--|------------------------------------|--|--|---|-------------|--------------|-----------------------|
| Park West | CUPE (all groups) | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| Pembina Trails | CUPE Custodial | Jul 1: 3.3% | Jul 1: 2.75% | Jul 1: 2.9% | Jul 1: 2.9% | | | | Jul 1/20 – Jun 30/25 |
| | PTANTE | Jul 1 2.5% Jul 1: 2.5% spec adj | Jul 1 2.0% Jul 1: 1.3% spec adj | Jul 1 2.5% | | | | | Jul 1/20 – Jun 30/24 |
| | CUPE Board Office, IT | Jul 1: 3.3% | Jul 1: 2.75% | Jul 1: 2.9% | Jul 1: 2.9% | Jul 1: 3.0% | | | Jul 1/21 – June 30/26 |
| | EAPT - EAs | Jul 1 2.5% Jul 1: 2.5% spec adj | Jul 1 2.0% Jul 1: 1.3% spec adj | Jul 1: 2.9% | Jul 1: 2.9% | Jul 1: 3.0% | | | Jul 1/23 – Jun 30/26 |
| | CUPE Trades | Jul 1: 3.3% | Jul 1: 2.75% | Jul 1: 2.9% | Jul 1: 2.9% | | | | Jul 1/21 – Jun 30/25 |
| Pine Creek | CUPE (all groups) | Jul 1: COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| Portage la Prairie | CUPE (all groups) | Jan 1: COLA 3.3% | | | | | | | Jan 1/18 – Dec 31/21 |
| Prairie Rose | CUPE (all except EAs) | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| | CUPE EA's | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| River East Trans | CUPE Clerical | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | | Jan 1/19 – Dec 31/22 |
| | RETEA (EAs). | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | | Jan 1/19 – Dec 31/22 |
| | CUPE Library Technicians | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | | Jan 1/19 – Dec 31/22 |
| | CUPE Bus Drivers/ Mechanics. | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | | Jan 1/19 – Dec 31/22 |
| | CUPE Custodial/Trades/ Food Services | Jan 1 0.5% | Jan 1 COLA 3.3% | | | | | | Jan 1/19 – Dec 31/22 |
| Rolling River | CUPE Custodial/Cleaners | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Oct 27/22 |
| Seine River | MGEU Custodial | Class 1: \$1.32 + 3.3% Class 2: \$0.70 + 3.3% | Class 1: 2.0% Class 2: 2.0% | Class 1: \$0.75 +2.0% Class 2: 2.0% | Class 1: 2.5% Class 2: \$1.00 + 2.5% | | | | Jul 1/21 – Jun 30/25 |
| | MGEU School Sec/Lbry | Jul 1: 3.3% + Spec Adj | Jul 1: 2.0% | July 1 2.0% + Spec Adj | Jul 1: 2.5% | | | | Jul 1/21 – Jun 30/25 |
| | MGEU EAs | Jul 1 Spec Adj plus 3.3% | Jul 1 2.0% | Jul 1 2.0% | Jul 1 Spec Adj plus 2.5% | | | | Jul 1/21 – Jun 30/25 |
| | UFCW 832 Bus Drivers | | first agreement with UFCW | Jul 5: \$22.55 | Jul 1: 2% + 0.5% | Jul 1: 3.0% | Jul 1: 3.5% | | Jul 1/23 – Jun 30/27 |
| Seven Oaks | CUPE Clerical | Jan 1 COLA 3.3% | | | | | | | Jan. 1/18 – Dec 31/21 |
| | CUPE Cust/Bus Drivers | Jan 1 COLA 3.3% | Jan 3 2.5% | Jan 2: 3.0% | Jan 1 3.0% + \$0.60 spec adj busdriver trainer | Dec 30 3.0% + Ju'25 0.5% spec adj to Sch"A" | | | Jan 1/22 – Dec 31/25 |
| | EASO Educational Assts. | Jan 1 1.0% | Jan 3 3.3% COLA | Jan 1 2.0% | Jan 1: 3% | Dec'24: 3% | Dec'25: 3% | Dec'26: 2.5% | Jan 1/24 – Dec 31/27 |
| | CUPE Library Techs. | Jan 1 COLA 3.3% | | | | | | | Jan 1/18 – Dec 31/21 |
| | CUPE Wayfinders | Jan 1 COLA 3.3% | | | | | | | Jan 1/18 – Dec. 31/21 |
| St. James - Assiniboia | MANTE Clerical | Jul 1 2.5% | Jul 1 1.5% | Jul 1: 3% + 1% spec adj. | Jul 1: 3% + 3% spec adj. | Jul 1: 3% + 1.5% spec adj. | | | Jul 1/23 – Jun 30/26 |
| | CUPE Custodial | Mar 0.5% | | | | | | | Mar 1/19 – Feb 28/22 |
| Sunrise | CUPE Clerical/Library | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – June 30/22 |
| | CUPE Custodial | Jan 1 COLA 3.3% | Jan 1: 2.5% | Jan 1: 2.75% | Jan 1: 3.0% | Jan 1: 3.0% | Jan 1: 2.5% | | Jan 1/22 – Dec 31/26 |
| | CUPE Bus Drivers | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – June 30/22 |
| | CUPE Educational Assts, Work Counsellors | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – June 30/22 |
| Swan Valley | CUPE Bus Drivers | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| | CUPE Mechanics | Jul 1 COLA 3.3% | | | | | | | Jul 1/18 – Jun 30/22 |
| Turtle Mtn. | CUPE Clerical/Custodial | Jul 1 0.5% | Jul 1 COLA 3.3% | Jul 1: 2.75% | Jul 1: 2.75% | Jul 1: 3.0% | Jul 1: 3.0% | | Jul 1/23 – Jun 30/27 |
| | CUPE Educational Assts. | Jul 1 0.5% | Jul 1 COLA 3.3% | Jul 1: 2.75% | Jul 1: 2.75% | Jul 1: 3.0% | Jul 1: 3.0% | | Jul 1/23 – Jun 30/27 |

UNIONIZED NON TEACHING STAFF (continued)

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|---------------------|--------------------------------|------------------|-----------------|--------------------------|--------------------------|-------------|-------------|-------------|-------------------------|
| Turtle River | CUPE (all groups) | Jan 1 1.4% | Jan 1 0.5% | | | | | | Jan 1/20 – Dec 31/22 |
| Western | CUPE EAs | Sep 1: COLA 3.3% | Sep 1: 2.75% | Sep 1: 2.9% | Spec adj \$1/hr + 2.9% | Sep 1: 3.0% | | | Jul 1/22 – Jun 30/26 |
| Winnipeg | CUPE Custodial, Trades | Jul 1 0.5% | Jul 1 COLA 3.3% | Jul 1: 3.0% + market adj | Jul 1: 3.0% + market adj | Jul 1: 2.9% | | | Jul 1/23 – Jun 30/26 |
| | MGEU Clerical, TA's | Jul 2 0.5% | Jul 2 COLA 3.3% | Jul 2 1.75% | | | | | Jul 1/17 – Jun 30/24 |
| | UFCW Bus Drivers | Jul 1 COLA 3.3% | Aug 1.25% | Aug 1.5% | | | | | Jul 1/21 – Aug 21/24 |
| | CUPE Community Liaison Workers | Jul 2 0.5% | Jul 2 COLA 3.3% | | | | | | Aug 28/16 – Aug 31/23 |
| | IBEW Electrical Workers | May 1 0.5% | May COLA 3.3% | April; 3.0% | April: 3.0% | April: 2.9% | | | Apr 19/23 – April 18/26 |
| | Plumbing/Pipefitters | May 1 0.5% | May COLA 3.3% | May 1: 3.0% | May 1: 3.0% | May 1: 2.9% | | | Apr 22/23 – April 19/26 |
| | Carpenters & Joiners | May 1 0.5% | May COLA 3.3% | | | | | | Apr 22/19 – April 19/23 |