

**APPENDIX "A"**  
**CLASSIFICATIONS AND WAGES**

The hourly wage rates of the employees are as follows:

**GROUP 1: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO-2 Mail Handler		min	\$29.05	\$29.63
		yr 1	\$29.30	\$29.89
		yr 2	\$29.61	\$30.20
PO-4 Postal Clerk	Postal Clerk	min	\$29.24	\$29.82
		yr 1	\$29.54	\$30.13
		yr 2	\$29.76	\$30.36
	Retail Lead Hand		\$30.41	\$31.02
PO-5 Mail Despatcher		min	\$29.78	\$30.38
		yr 1	\$29.97	\$30.57
		yr 2	\$29.97	\$30.57
PO-2 PT Part-time Mail Handler		min	\$29.05	\$29.63
		yr 1	\$29.30	\$29.89
		yr 2	\$29.61	\$30.20
PO-4 PT Part-time Postal Clerk		min	\$29.24	\$29.82
		yr 1	\$29.54	\$30.13
		yr 2	\$29.76	\$30.36

**GROUP 1: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>	
PO-2 Mail Handler		min	\$22.24	\$22.68	
		yr 1	\$23.29	\$23.76	
		yr 2	\$24.35	\$24.84	
		yr 3	\$25.39	\$25.90	
		yr 4	\$26.44	\$26.97	
		yr 5	\$27.50	\$28.05	
		yr 6	\$28.56	\$29.13	
		yr 7	\$29.61	\$30.20	
PO-4 Postal Clerk	Postal Clerk	min	\$22.24	\$22.68	
		yr 1	\$23.32	\$23.79	
		yr 2	\$24.39	\$24.88	
		yr 3	\$25.47	\$25.98	
		yr 4	\$26.53	\$27.06	
		yr 5	\$27.60	\$28.15	
		yr 6	\$28.69	\$29.26	
		yr 7	\$29.76	\$30.36	
		Retail Lead Hand		\$30.41	\$31.02
	PO-5 Mail Despatcher		min	\$22.41	\$22.86
yr 1			\$23.48	\$23.95	
yr 2			\$24.55	\$25.04	
yr 3			\$25.64	\$26.15	
yr 4			\$26.71	\$27.24	
yr 5			\$27.80	\$28.36	
yr 6			\$28.87	\$29.45	
yr 7			\$29.97	\$30.57	

**GROUP 1: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO-2 PT Part-time Mail Handler		min	\$22.24	\$22.68
		yr 1	\$23.29	\$23.76
		yr 2	\$24.35	\$24.84
		yr 3	\$25.39	\$25.90
		yr 4	\$26.44	\$26.97
		yr 5	\$27.50	\$28.05
		yr 6	\$28.56	\$29.13
		yr 7	\$29.61	\$30.20
PO-4 PT Part-time Postal Clerk		min	\$22.24	\$22.68
		yr 1	\$23.32	\$23.79
		yr 2	\$24.39	\$24.88
		yr 3	\$25.47	\$25.98
		yr 4	\$26.53	\$27.06
		yr 5	\$27.60	\$28.15
		yr 6	\$28.69	\$29.26
		yr 7	\$29.76	\$30.36

**GROUP 2: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO LC-1 Letter Carrier	Letter Carrier	min	\$28.50	\$29.07
	Motorized Mail Courier	yr 1	\$29.06	\$29.64
	Night Router	yr 2	\$29.11	\$29.69
	Assistant to Letter Carrier	yr 3	\$29.24	\$29.82
	Supervisor	yr 4	\$29.54	\$30.13
	Mail Mobile Letter Carrier	yr 5	\$29.76	\$30.36
	Relief Letter Carrier	min	\$30.27	\$30.88
	Relief Motorized Mail Courier	yr 1	\$30.41	\$31.02
PO MSC-1 Mail Service Courier	Mail Service Courier	min	\$28.50	\$29.07
		yr 1	\$29.06	\$29.64
		yr 2	\$29.11	\$29.69
		yr 3	\$29.24	\$29.82
		yr 4	\$29.54	\$30.13
		yr 5	\$29.76	\$30.36
	Relief Mail Service Courier	min	\$30.27	\$30.88
	yr 1	\$30.41	\$31.02	
PO MSC(HV)-3 Mail Service Courier (Heavy Vehicle)	Mail Service Courier	min	\$30.80	\$31.42
	(Heavy Vehicle)	yr 1	\$30.91	\$31.53

**GROUP 2: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO LC-1 PT Part-time Letter Carrier	Part-time Letter Carrier	min	\$28.50	\$29.07
		yr 1	\$29.06	\$29.64
	Part-time Motorized Mail Courier	yr 2	\$29.11	\$29.69
		yr 3	\$29.24	\$29.82
	Part-time Assistant to Letter Carrier Supervisor	yr 4	\$29.54	\$30.13
		yr 5	\$29.76	\$30.36
	Part-time Mail Mobile Letter Carrier	min	\$30.27	\$30.88
		yr 1	\$30.41	\$31.02
PO MSC-1 PT Part-time Mail Service Courier	Part-time Mail Service Courier	min	\$28.50	\$29.07
		yr 1	\$29.06	\$29.64
		yr 2	\$29.11	\$29.69
		yr 3	\$29.24	\$29.82
		yr 4	\$29.54	\$30.13
		yr 5	\$29.76	\$30.36
	Part-time Relief Motorized Mail Courier	min	\$30.27	\$30.88
		yr 1	\$30.41	\$31.02

**GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO LC-1 Letter Carrier	Letter Carrier	min	\$22.24	\$22.68
	Motorized Mail Courier	yr 1	\$23.32	\$23.79
	Night Router	yr 2	\$24.39	\$24.88
	Assistant to Letter Carrier	yr 3	\$25.47	\$25.98
	Supervisor	yr 4	\$26.53	\$27.06
	Mail Mobile Letter Carrier	yr 5	\$27.60	\$28.15
		yr 6	\$28.69	\$29.26
		yr 7	\$29.76	\$30.36
	Relief Letter Carrier	min	\$22.84	\$23.30
	Relief Motorized Mail Courier	yr 1	\$23.93	\$24.41
		yr 2	\$25.00	\$25.50
		yr 3	\$26.08	\$26.60
		yr 4	\$27.14	\$27.68
		yr 5	\$28.21	\$28.77
	yr 6	\$29.29	\$29.88	
	yr 7	\$30.41	\$31.02	

**GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO MSC-1 Mail Service Courier	Mail Service Courier	min	\$22.24	\$22.68
		yr 1	\$23.32	\$23.79
		yr 2	\$24.39	\$24.88
		yr 3	\$25.47	\$25.98
		yr 4	\$26.53	\$27.06
		yr 5	\$27.60	\$28.15
		yr 6	\$28.69	\$29.26
		yr 7	\$29.76	\$30.36
	Relief Mail Service Courier	min	\$22.84	\$23.30
		yr 1	\$23.93	\$24.41
		yr 2	\$25.00	\$25.50
		yr 3	\$26.08	\$26.60
		yr 4	\$27.14	\$27.68
		yr 5	\$28.21	\$28.77
		yr 6	\$29.29	\$29.88
	yr 7	\$30.41	\$31.02	

**GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>	
PO MSC (HV)-3 Mail Service Courier (Heavy Vehicle)	Mail Service Courier	min	\$30.80	\$31.42	
	(Heavy Vehicle)	yr 1	\$30.91	\$31.53	
PO LC-1 PT Part-time Letter Carrier	Part-time Letter Carrier	min	\$22.24	\$22.68	
	Part-time Motorized Mail Courier	yr 1	\$23.32	\$23.79	
		yr 2	\$24.39	\$24.88	
		yr 3	\$25.47	\$25.98	
		yr 4	\$26.53	\$27.06	
		Part-time Mail Mobile Letter Carrier	yr 5	\$27.60	\$28.15
			yr 6	\$28.69	\$29.26
			yr 7	\$29.76	\$30.36
	Part-time Relief Motorized Mail Courier	min	\$22.84	\$23.30	
		yr 1	\$23.93	\$24.41	
		yr 2	\$25.00	\$25.50	
		yr 3	\$26.08	\$26.60	
		yr 4	\$27.14	\$27.68	
		yr 5	\$28.21	\$28.77	
yr 6		\$29.29	\$29.88		
	yr 7	\$30.41	\$31.02		



**GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
PO MSC-1 PT Part-time Mail Service Courier	Part-time Mail Service Courier	min	\$22.24	\$22.68
		yr 1	\$23.32	\$23.79
		yr 2	\$24.39	\$24.88
		yr 3	\$25.47	\$25.98
		yr 4	\$26.53	\$27.06
		yr 5	\$27.60	\$28.15
		yr 6	\$28.69	\$29.26
		yr 7	\$29.76	\$30.36
	Part-time Relief Mail Service Courier	min	\$22.84	\$23.30
		yr 1	\$23.93	\$24.41
		yr 2	\$25.00	\$25.50
		yr 3	\$26.08	\$26.60
		yr 4	\$27.14	\$27.68
		yr 5	\$28.21	\$28.77
		yr 6	\$29.29	\$29.88
	yr 7	\$30.41	\$31.02	

**GROUP 3**

CLASSIFICATION		FUNCTIONS		2022:02:01	2023:02:01
PST 1	ELE-2,		min	\$26.08	\$26.60
PSS 1	MAN-1		yr 1	\$26.35	\$26.88
			yr 2	\$26.62	\$27.15
PST 2	ELE-3,		min	\$26.68	\$27.21
PSS 2	ELE-4,		yr 1	\$26.95	\$27.49
	MDO-4		yr 2	\$27.26	\$27.81
PST 3	MAM-4,		min	\$28.13	\$28.69
PSS 3	MAM-5,		yr 1	\$28.45	\$29.02
	MAN-3,		yr 2	\$28.74	\$29.31
	MAN-4,				
	MDO-5				
PST 4	MAM-6,		min	\$29.22	\$29.80
PSS 4	MAM-7,		yr 1	\$29.57	\$30.16
	MAN-5,		yr 2	\$29.82	\$30.42
	MAN-6				
PST 5	MAN-7,		min	\$30.06	\$30.66
PSS 5	PRW-6		yr 1	\$30.41	\$31.02
			yr 2	\$30.75	\$31.37
PST 6	MAM-8,		min	\$30.68	\$31.29
PSS 6	MAM-9,		yr 1	\$31.02	\$31.64
	MST-9,		yr 2	\$31.39	\$32.02
	VHE-8				

**GROUP 3 (cont'd)**

CLASSIFICATION	FUNCTIONS		2022:02:01	2023:02:01
WOW-9		min	\$32.21	\$32.85
		yr 1	\$32.55	\$33.20
		yr 2	\$32.96	\$33.62
MST-10, SMW-8		min	\$33.03	\$33.69
		yr 1	\$33.37	\$34.04
		yr 2	\$33.79	\$34.47
PTSS 1 PTS 1     STS-2		min	\$25.78	\$26.30
		yr 1	\$26.08	\$26.60
		yr 2	\$26.35	\$26.88
PTSS 2 PTS 2     PRC-4		min	\$27.55	\$28.10
		yr 1	\$27.89	\$28.45
		yr 2	\$28.13	\$28.69
PTSS 3     STS-3 PTS 3     STS-3		min	\$28.19	\$28.75
		yr 1	\$28.51	\$29.08
		yr 2	\$28.82	\$29.40

**GROUP 3 (cont'd)**

CLASSIFICATION		FUNCTIONS		2022:02:01	2023:02:01
PTSS 4	STS-4		min	\$28.88	\$29.46
PTS 4	STS-4, MES-4		yr 1	\$29.20	\$29.78
			yr 2	\$29.53	\$30.12
PTSS 5	PRC-5		min	\$29.82	\$30.42
PTS 5	PRC-5		yr 1	\$30.18	\$30.78
			yr 2	\$30.55	\$31.16
PTSS 6	PRC-6, STS-5		min	\$30.55	\$31.16
PTS 5 PTS 6	STS-5		yr 1	\$30.89	\$31.51
			yr 2	\$31.22	\$31.84
PTSS 7	PRC-7, STS-6		min	\$31.15	\$31.77
			yr 1	\$31.53	\$32.16
PTS 7			yr 2	\$31.90	\$32.54
PTSS 8	PRC-8, STS-7, STS-8		min	\$32.76	\$33.42
PTS 8	STS-8		yr 1	\$33.16	\$33.82
			yr 2	\$33.56	\$34.23

**GROUP 3 (cont'd)**

CLASSIFICATION		FUNCTIONS	2022:02:01	2023:02:01
PST 7		min	\$33.10	\$33.76
PSS 7		yr 1	\$33.57	\$34.24
		yr 2	\$34.08	\$34.76
PST 8		min	\$33.95	\$34.63
PSS 8		yr 1	\$34.38	\$35.07
		yr 2	\$34.91	\$35.61
PST 9	EIM-10	min	\$34.65	\$35.34
PSS 9	MAM-12	yr 1	\$35.14	\$35.84
		yr 2	\$35.67	\$36.38

**GROUP 3 Plant Maintenance**

<b>CLASSIFICATION</b>	<b>FUNCTIONS</b>		<b>2022:02:01</b>	<b>2023:02:01</b>
Electromechanical Specialist MAM-10		min	\$33.95	\$34.63
		yr 1	\$34.38	\$35.07
		yr 2	\$34.91	\$35.61
Electronics Specialist MAM-11		min	\$33.95	\$34.63
		yr 1	\$34.38	\$35.07
		yr 2	\$34.91	\$35.61
Lead Hand		min	\$34.69	\$35.38
		yr 1	\$35.46	\$36.17
		yr 2	\$36.27	\$37.00
		yr 3	\$38.30	\$39.07
		yr 4	\$40.28	\$41.09
		yr 5	\$41.16	\$41.98

**GROUP 3 Vehicle Mechanic**

CLASSIFICATION	FUNCTIONS		2022:02:01	2023:02:01
Light Vehicle Mechanic VHE-09		min	\$33.95	\$34.63
		yr 1	\$34.38	\$35.07
		yr 2	\$34.91	\$35.61
Full Service Vehicle Mechanic VHE-10		min	\$36.30	\$37.03
		yr 1	\$36.76	\$37.50
		yr 2	\$37.30	\$38.05

**GROUP 4**

CLASSIFICATION	FUNCTIONS		2022:02:01	2023:02:01
AEPSS EL-1		min	\$26.99	\$27.53
ASPSS EL-2		min	\$29.10	\$29.68
ASPSS EL-3		min	\$31.18	\$31.80
EPSS 1 EL-4		min	\$32.08	\$32.72
		yr 1	\$32.66	\$33.31
		yr 2	\$34.31	\$35.00
		yr 3	\$35.94	\$36.66
		yr 4	\$36.50	\$37.23
		yr 5	\$37.24	\$37.98
EPSS 2		min	\$34.11	\$34.79
		yr 1	\$34.77	\$35.47
		yr 2	\$35.48	\$36.19
		yr 3	\$37.38	\$38.13
		yr 4	\$39.26	\$40.05
		yr 5	\$40.02	\$40.82



**GROUP 4 (con't)**

CLASSIFICATION	FUNCTIONS		2022:02:01	2023:02:01
EPSS 3 EL-6		min yr 1 yr 2 yr 3 yr 4 yr 5	\$36.31 \$37.06 \$37.84 \$39.89 \$42.00 \$42.95	\$37.04 \$37.80 \$38.60 \$40.69 \$42.84 \$43.81
EPSS 4 EL-7		min yr 1 yr 2 yr 3 yr 4 yr 5	\$38.61 \$39.40 \$40.22 \$42.47 \$44.65 \$45.82	\$39.38 \$40.19 \$41.02 \$43.32 \$45.54 \$46.74

**GROUP 4 (Con't)**

CLASSIFICATION	FUNCTIONS		2022:02:01	2023:02:01
EL-5 Specialist		min	\$34.69	\$35.38
		yr 1	\$35.46	\$36.17
		yr 2	\$36.27	\$37.00
		yr 3	\$38.30	\$39.07
		yr 4	\$40.28	\$41.09
		yr 5	\$41.16	\$41.98
Lead Hand		min	\$34.69	\$35.38
		yr 1	\$35.46	\$36.17
		yr 2	\$36.27	\$37.00
		yr 3	\$38.30	\$39.07
		yr 4	\$40.28	\$41.09
		yr 5	\$41.16	\$41.98

**APPRENTICESHIP WAGE RATES**

CLASSIFICATION	FUNCTIONS	2022:02:01	2023:02:01
MAM-11  Apprentice		min	\$30.76
		yr 1	\$31.50
		yr 2	\$32.20
		yr 3	\$32.94
		yr 4	\$33.69

**APPENDIX “A”****NOTES**

1. Employees’ annual pay increments, where applicable, shall commence with the first full pay period following the employee’s annual anniversary date.
2. Annual rates are to be calculated by multiplying the hourly rate by 2,087.04 hours per annum.
3. In lieu of extending the rest period to fifteen (15) minutes for employees in the PO LC-1 and PO MSC-1 categories and the PO MSC (HV) 3 classification, they will be paid the applicable daily rate specified in note 4 for each working day that they are entitled to pay during the calendar years 2022 and 2023. The amount paid to part-time employees shall be considered pay for the purposes of paragraph 19.09(b).

For each day that a part-time employee performs a full-time assignment, he or she shall receive for that day the daily rate for full-time employees specified in note 4.

4. The daily rates referred to in note 3 and payable for each of the calendar years 2022 and 2023 for employees on strength during that period are as follows:

	<u>Full-time</u>	<u>Part-time</u>
2022	\$ 4.87	\$2.44
2023	\$ 4.97	\$2.49

5. In lieu of extending the rest period to fifteen (15) minutes, temporary employees are entitled to the following amounts:

- (a) For each day that a temporary employee performs a full-time assignment, he or she shall receive:
- (i) For the 2022 calendar year – \$4.87 per day;
  - (ii) For the 2023 calendar year – \$4.97 per day;
- (b) For each day that a temporary employee performs a part-time assignment, he or she shall receive:
- (i) For the 2022 calendar year – \$2.44 per day;
  - (ii) For the 2023 calendar year – \$2.49 per day;

These amounts for entitlements shall be paid on a bi-weekly basis to temporary employees. Payment will be made by electronic funds transfer (direct deposit).

6. (a) The amounts shown hereunder represent four (4) hours' pay of the EL-4 maximum hourly rate rounded to the nearest five cents (5¢).
- (i) February 1, 2022 \$148.95
  - (ii) February 1, 2023 \$151.90
- (b) The amounts shown hereunder represent three (3) hours' pay of the EL-5 maximum hourly rate rounded to the nearest five cents (5¢).

**(i)** February 1, 2022 \$123.50

**(ii)** February 1, 2023 \$125.95

- (c)** The amounts shown hereunder represent three (3) hours' pay of the EL-5 maximum hourly rate plus five dollars (\$5.00) rounded to the nearest five cents (5¢).

**(i)** February 1, 2022 \$128.50

**(ii)** February 1, 2023 \$130.95

- (d)** The amounts shown hereunder represent three (3) hours' pay of the EL-5 maximum hourly rate plus ten dollars (\$10.00) rounded to the nearest five cents (5¢).

**(i)** February 1, 2022 \$133.50

**(ii)** February 1, 2023 \$135.95

- 7.** For greater certainty, the parties confirm that the classification of letter carrier (PO LC-1) includes the following functions:

- letter carrier
- relief letter carrier
- motorized mail courier
- relief motorized mail courier
- night router
- assistant to letter carrier supervisor
- mail mobile letter carrier

The classification of mail service courier (PO MSC-1) includes the functions of mail service courier and relief mail service courier.

The classification of part-time letter carrier (PT PO LC-1) includes the functions of part-time letter carrier, part-time motorized mail courier, part-time relief motorized mail courier, part-time assistant to letter carrier supervisor, and part-time mail mobile letter carrier.

The classification of part-time mail service courier (PT PO MSC-1) includes the functions of part-time mail service courier and part-time relief mail service courier.

The classification of mail service courier (heavy vehicle) (PO MSC(HV)-3) includes the function of mail service courier (heavy vehicle).

**8.** By agreement of the parties, the functions in the classifications in Groups 1, 3 and 4 are not listed in Appendix "A".

**9.** Effective January 31, 2007, the rate of pay of employees who were on strength as regular employees on September 1, 2003, and have completed twenty-eight (28) years of indeterminate service shall be increased by one percent (1%).

Notwithstanding the above, employees who have completed sufficient service to be eligible for twenty-eight (28) weeks of severance pay as of December 31, 2003 shall not be eligible for the one percent (1%) increase.

**10.** Where an employee temporarily substitutes in the position of Retail Lead Hand, the employee shall receive the rate of pay for the Retail Lead Hand beginning with the first full shift. The employee will receive this rate of pay in the following pay period.