

# Comparision of March 19 and October 3 employer wage proposals

Classification	Levels	2023-02-01 1.25%	ER March 19 proposal Effective Feb. 1, 2024 GSS 2% except Dishwasher; New grid for Nursing Care	ER Oct. 3 wage proposal Effective Feb. 1, 2024 2% <i>but no retroactive pay</i>	ER March 19 proposal Effective Feb. 1, 2025 GSS 2% Nursing Care: 2.25%	ER Oct. 3 proposal Effective Feb. 1, 2025 2%	ER March 19 proposal Effective Feb. 1, 2026 2%	ER Oct. 3 proposal Effective Feb. 1, 2026 2%
Receptionist	STEP 1	\$18.40	\$18.77	\$18.77	\$19.14	\$19.14	\$19.52	\$19.52
	STEP 2	\$18.65	\$19.02	\$19.02	\$19.40	\$19.40	\$19.79	\$19.79
	STEP 3	\$18.73	\$19.10	\$19.10	\$19.49	\$19.49	\$19.88	\$19.88
	STEP 4	\$19.28	\$19.67	\$19.67	\$20.06	\$20.06	\$20.46	\$20.46
	STEP 5	\$19.86	\$20.26	\$20.26	\$20.66	\$20.66	\$21.08	\$21.08
	STEP 6	\$20.47	\$20.88	\$20.88	\$21.30	\$21.30	\$21.72	\$21.72
	STEP 7	\$21.07	\$21.49	\$21.49	\$21.92	\$21.92	\$22.36	\$22.36
Dining Servers/ Housekeepers	STEP 1	\$17.81	\$18.17	\$18.17	\$18.53	\$18.53	\$18.90	\$18.90
	STEP 2	\$18.06	\$18.42	\$18.42	\$18.79	\$18.79	\$19.17	\$19.17
	STEP 3	\$18.27	\$18.64	\$18.64	\$19.01	\$19.01	\$19.39	\$19.39
	STEP 4	\$18.81	\$19.19	\$19.19	\$19.57	\$19.57	\$19.96	\$19.96
	STEP 5	\$19.39	\$19.78	\$19.78	\$20.17	\$20.17	\$20.58	\$20.58
	STEP 6	\$19.95	\$20.35	\$20.35	\$20.76	\$20.76	\$21.17	\$21.17
	STEP 7	\$20.56	\$20.97	\$20.97	\$21.39	\$21.39	\$21.82	\$21.82
Laundry Worker	STEP 1	\$16.39	\$16.72	\$16.72	\$17.05	\$17.05	\$17.39	\$17.39
	STEP 2	\$16.64	\$16.97	\$16.97	\$17.31	\$17.31	\$17.66	\$17.66
	STEP 3	\$16.85	\$17.19	\$17.19	\$17.53	\$17.53	\$17.88	\$17.88
	STEP 4	\$17.36	\$17.71	\$17.71	\$18.06	\$18.06	\$18.42	\$18.42
	STEP 5	\$17.86	\$18.22	\$18.22	\$18.58	\$18.58	\$18.95	\$18.95
	STEP 6	\$18.40	\$18.77	\$18.77	\$19.14	\$19.14	\$19.53	\$19.53
	STEP 7	\$18.97	\$19.34	\$19.34	\$19.74	\$19.74	\$20.12	\$20.12
Building Service Assistant (Non-certified)	STEP 1	\$18.52	\$18.89	\$18.89	\$19.27	\$19.27	\$19.65	\$19.65
	STEP 2	\$18.77	\$19.15	\$19.15	\$19.53	\$19.53	\$19.92	\$19.92
	STEP 3	\$18.97	\$19.35	\$19.35	\$19.74	\$19.74	\$20.13	\$20.13
	STEP 4	\$19.53	\$19.92	\$19.92	\$20.32	\$20.32	\$20.73	\$20.73
	STEP 5	\$20.07	\$20.47	\$20.47	\$20.88	\$20.88	\$21.30	\$21.30
	STEP 6	\$20.73	\$21.14	\$21.14	\$21.57	\$21.57	\$22.00	\$22.00
	STEP 7	\$21.35	\$21.78	\$21.78	\$22.21	\$22.21	\$22.66	\$22.66

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Building Service Assistant (Certified)	STEP 1	\$22.36	\$22.80	\$22.80	\$23.26	\$23.26	\$23.73	\$23.73
	STEP 2	\$23.10	\$23.56	\$23.56	\$24.03	\$24.03	\$24.51	\$24.51
	STEP 3	\$24.20	\$24.68	\$24.68	\$25.18	\$25.18	\$25.68	\$25.68
	STEP 4	\$24.95	\$25.45	\$25.45	\$25.96	\$25.96	\$26.48	\$26.48
	STEP 5	\$25.71	\$26.22	\$26.22	\$26.75	\$26.75	\$27.28	\$27.28
	STEP 6	\$26.52	\$27.05	\$27.05	\$27.60	\$27.60	\$28.14	\$28.14
	STEP 7	\$27.33	\$27.88	\$27.88	\$28.43	\$28.43	\$29.00	\$29.00
Activities Assistant/Bus Driver	STEP 1	\$18.58	\$18.95	\$18.95	\$19.93	\$19.93	\$19.72	\$19.72
	STEP 2	\$18.85	\$19.23	\$19.23	\$19.61	\$19.61	\$20.00	\$20.00
	STEP 3	\$19.03	\$19.41	\$19.41	\$19.80	\$19.80	\$21.09	\$21.09
	STEP 4	\$19.61	\$20.00	\$20.00	\$20.40	\$20.40	\$20.81	\$20.81
	STEP 5	\$20.19	\$20.59	\$20.59	\$21.01	\$21.01	\$21.43	\$21.43
	STEP 6	\$20.80	\$21.22	\$21.22	\$21.64	\$21.64	\$22.07	\$22.07
	STEP 7	\$21.42	\$21.85	\$21.85	\$22.29	\$22.29	\$22.73	\$22.73
Cook Red Seal	STEP 1	\$22.18	\$22.62	\$22.62	\$23.08	\$23.08	\$23.54	\$23.54
	STEP 2	\$22.44	\$22.89	\$22.89	\$23.35	\$23.35	\$23.81	\$23.81
	STEP 3	\$22.64	\$23.09	\$23.09	\$23.79	\$23.79	\$24.26	\$24.26
	STEP 4	\$23.30	\$23.77	\$23.77	\$24.24	\$24.24	\$24.73	\$24.73
	STEP 5	\$23.97	\$24.45	\$24.45	\$24.94	\$24.94	\$25.44	\$25.44
	STEP 6	\$24.68	\$25.17	\$25.17	\$25.68	\$25.68	\$26.19	\$26.19
	STEP 7	\$25.40	\$25.91	\$25.91	\$26.43	\$26.43	\$26.95	\$26.95
Cook (uncertified)	STEP 1	\$21.30	\$21.73	\$21.73	\$22.16	\$22.16	\$22.60	\$22.60
	STEP 2	\$21.55	\$21.98	\$21.98	\$22.42	\$22.42	\$22.87	\$22.87
	STEP 3	\$21.75	\$22.19	\$22.19	\$22.63	\$22.63	\$23.08	\$23.08
	STEP 4	\$22.40	\$22.85	\$22.85	\$23.30	\$23.30	\$23.77	\$23.77
	STEP 5	\$23.07	\$23.53	\$23.53	\$24.00	\$24.00	\$24.48	\$24.48
	STEP 6	\$23.78	\$24.26	\$24.26	\$24.74	\$24.74	\$25.24	\$25.24
	STEP 7	\$24.47	\$24.96	\$24.96	\$25.46	\$25.46	\$25.97	\$25.97

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Cook's Helper	STEP 1	\$17.81	\$18.17	\$18.17	\$18.53	\$18.53	\$18.90	\$18.90
	STEP 2	\$18.06	\$18.42	\$18.42	\$18.79	\$18.79	\$19.17	\$19.17
	STEP 3	\$18.27	\$18.64	\$18.64	\$19.01	\$19.01	\$19.39	\$19.39
	STEP 4	\$19.07	\$19.54	\$19.54	\$19.84	\$19.84	\$20.24	\$20.24
	STEP 5	\$19.64	\$20.03	\$20.03	\$20.43	\$20.43	\$20.84	\$20.84
	STEP 6	\$20.24	\$20.64	\$20.64	\$21.06	\$21.06	\$21.48	\$21.48
	STEP 7	\$20.85	\$21.27	\$21.27	\$21.69	\$21.69	\$22.13	\$22.13
Dishwasher and Utility Worker	STEP 1	\$16.36	\$17.75	\$16.69 (for purposes of calculating future increases) Actually paid \$17.80	\$18.11	\$17.02 (for purposes of calculating future increases) Actually paid \$17.80	\$18.47	\$17.36 (for purposes of calculating future increases) Actually paid \$17.80
	STEP 2	\$16.36						
	STEP 3	\$16.36						
	STEP 4	\$16.36						
	STEP 5	\$16.36						
	STEP 6	\$16.36						
	STEP 7	\$16.36						
Health Care Aide	STEP 1	\$22.28	start \$21.07	\$22.73	start \$21.54	\$23.18	start \$21.97	\$23.64
past probation	STEP 2	\$22.50		\$23.18		\$23.64		\$24.11
2nd yr	STEP 3	\$22.65	1950 hrs \$23.67	\$23.10	1950 hrs \$24.20	\$23.56	1950 hrs \$24.68	\$24.27
3rd yr	STEP 4	\$23.33	3900 hrs \$24.43	\$23.80	3900 hrs \$24.98	\$24.28	3900 hrs \$25.48	\$24.77
4th yr	STEP 5	\$24.04	5850 hrs \$25.16	\$24.52	5850 hrs \$25.73	\$25.01	5850 hrs \$26.24	\$25.51
5th yr	STEP 6	\$24.76	7800 hrs \$25.96	\$25.26	7800 hrs \$26.54	\$25.77	7800 hrs \$27.07	\$26.29
6th yr	STEP 7	\$25.91	9750 hrs \$27.15	\$26.43	9750 hrs \$27.76	\$26.96	9750 hrs \$28.32	\$27.50
7th yr	STEP 8	NA	11700 hrs \$27.37	NA	11700 hrs \$27.98	NA	11700 hrs \$28.54	NA
8th yr			13650 hrs \$28.20		13650 hrs \$28.83		13650 hrs \$29.41	
Licensed Practical Nurse	STEP 1	\$30.75	start \$28.01	\$31.37	start \$28.64	\$32.31	start \$29.21	\$32.96
	STEP 2	\$31.09		\$31.71		\$32.34		\$32.99
	STEP 3	\$31.34	1950 hrs \$31.14	\$31.97	1950 hrs \$31.84	\$32.61	1950 hrs \$32.48	\$31.59
	STEP 4	\$32.02	3900 hrs \$32.40	\$32.66	3900 hrs \$33.18	\$33.31	3900 hrs \$33.79	\$33.98
	STEP 5	\$32.86	5850 hrs \$33.67	\$33.52	5850 hrs \$34.43	\$34.19	5850 hrs \$35.19	\$34.87
	STEP 6	\$33.74	7800 hrs \$34.96	\$34.41	7800 hrs \$35.75	\$35.10	7800 hrs \$36.47	\$35.80
	STEP 7	\$35.11	9750 hrs \$36.16	\$35.81	9750 hrs \$36.98	\$36.53	9750 hrs \$37.72	\$37.26
	STEP 8	NA	11700 hrs \$37.60	NA	11700 hrs \$38.45	NA	11700 hrs \$39.22	NA
			13650 hrs \$39.10		13650 hrs \$39.98		13650 hrs \$40.78	